

**University of Washington  
Fringe Benefit (Payroll Load) Rates  
Detailed Rates  
Rates In Effect for Fiscal Years 1996 to 2025**

FISCAL 2025 PAYROLL LOAD RATES AND CONVERSION TABLE FOR THE PERIOD: 7/1/24-6/30/25	Salary Object Codes										
	Faculty	Medical Residents	Graduate Students	Post Doctoral Trainees	Classified Staff	Professional Staff			Hourly Staff	Pre Doc Trainees	
						(1)	(2)	(3)			
01-10	01-20	01-30/40	01-50	01-60	01-70	01-70ER	01-70EH	01-70EB	01-80	01-90	
07-01 UNEMPLOYMENT COMP	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.0%
07-02 WORKERS' COMP, MED. AID & INDUST. INS.	0.4%	0.7%	0.7%	0.0%	0.6%	0.5%	0.5%	0.5%	0.5%	0.6%	0.0%
07-03 GRADUATE STUDENT HEALTH	0.0%	0.0%	16.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	22.5%
07-04 UWRP RETIREMENT	7.6%	4.7%	0.0%	0.0%	0.1%	5.7%	0.0%	5.7%	0.0%	0.3%	0.0%
07-05 PERS I & II	0.5%	0.1%	0.0%	0.0%	8.7%	2.2%	0.0%	2.2%	0.0%	7.3%	0.0%
07-07 SOCIAL SECURITY	5.3%	6.1%	0.5%	0.0%	6.0%	6.0%	6.0%	6.0%	6.0%	5.2%	0.0%
07-08 MEDICARE	1.5%	1.4%	0.1%	0.0%	1.4%	1.5%	1.5%	1.5%	1.5%	1.3%	0.0%
07-09 SUPPLEMENTAL RETIREMENT	0.4%	0.0%	0.0%	0.0%	0.0%	0.4%	0.0%	0.4%	0.0%	0.0%	0.0%
07-10 HEALTH CARE	8.8%	15.8%	0.2%	18.7%	16.2%	12.6%	12.6%	0.0%	0.0%	7.2%	0.0%
07-10 PMFL	0.2%	0.2%	0.2%	0.0%	0.2%	0.2%	0.2%	0.0%	0.0%	0.3%	0.0%
07-10 U-PASS	0.2%	0.3%	0.7%	0.0%	0.3%	0.2%	0.2%	0.0%	0.0%	0.4%	0.0%
07-13 SEPARATION LEAVE	0.0%	0.0%	0.0%	0.0%	0.8%	0.9%	0.9%	0.9%	0.9%	0.0%	0.0%
TOTAL RATE PER DOLLAR OF SALARY	<b>24.9%</b>	<b>29.3%</b>	<b>18.7%</b>	<b>18.7%</b>	<b>34.4%</b>	<b>30.3%</b>	<b>22.0%</b>	<b>17.3%</b>	<b>9.0%</b>	<b>23.0%</b>	<b>22.5%</b>

- (1) Exempt from Retirement  
(2) Exempt from Health Care  
(3) Exempt from Retirement & Health Care

These rates apply only to Global Health employees who are overseas. The departments with employees whose salaries are subject to these rates would be aware of to whom they applied. If you are not one of these departments, these rates would not apply to your cost center(s).

FISCAL 2024 PAYROLL LOAD RATES AND CONVERSION TABLE FOR THE PERIOD: 7/1/23-6/30/24	Salary Object Codes											
	Faculty	Medical Res. & Teaching	** Residents	Graduate Students	Post Doctoral Trainees	Classified Staff	Professional Staff			Hourly Staff	Pre Doc Trainees	
							(1)	(2)	(3)			
01-10	01-20	01-20E	01-30/40	01-50	01-60	01-70	01-70ER	01-70EH	01-70EB	01-80	01-90	
07-01 UNEMPLOYMENT COMP	0.0%	0.0%		0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.0%
07-02 WORKERS' COMP, MED. AID & INDUST. INS.	0.3%	0.6%		0.6%	0.0%	0.6%	0.4%	0.4%	0.4%	0.4%	0.6%	0.0%
07-03 GRADUATE STUDENT HEALTH	0.0%	0.0%		16.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	25.2%
07-04 UWRP RETIREMENT	6.9%	4.5%		0.0%	0.0%	0.1%	5.7%	0.0%	5.7%	0.0%	1.4%	0.0%
07-05 PERS I & II	0.5%	0.1%		0.0%	0.0%	10.4%	2.4%	0.0%	2.4%	0.0%	7.2%	0.0%
07-07 SOCIAL SECURITY	4.5%	5.5%		0.3%	0.0%	5.7%	5.5%	5.5%	5.5%	5.5%	5.1%	0.0%
07-08 MEDICARE	1.3%	1.3%		0.1%	0.0%	1.3%	1.3%	1.3%	1.3%	1.3%	1.2%	0.0%
07-09 SUPPLEMENTAL RETIREMENT	0.4%	0.0%		0.0%	0.0%	0.0%	0.4%	0.0%	0.4%	0.0%	0.0%	0.0%
07-10 HEALTH CARE	8.7%	16.5%		1.2%	16.3%	18.8%	13.0%	13.0%	0.0%	0.0%	5.4%	0.0%
07-13 SEPARATION LEAVE	0.0%	0.0%		0.0%	0.0%	1.1%	1.2%	1.2%	1.2%	1.2%	0.0%	0.0%
TOTAL RATE PER DOLLAR OF SALARY	<b>22.6%</b>	<b>28.5%</b>		<b>18.2%</b>	<b>16.3%</b>	<b>38.1%</b>	<b>30.0%</b>	<b>21.5%</b>	<b>17.0%</b>	<b>8.5%</b>	<b>21.2%</b>	<b>25.2%</b>

\*\* This category was no longer necessary in 2012 and for future periods

- (1) Exempt from Retirement  
(2) Exempt from Health Care  
(3) Exempt from Retirement & Health Care

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FISCAL 2023 PAYROLL LOAD RATES AND CONVERSION TABLE FOR THE PERIOD: 7/1/22-6/30/23	Salary Object Codes											
	Faculty	Medical Res. & Teaching	** Residents	Graduate Students	Post Doctoral Trainees	Classified Staff	Professional Staff			Hourly Staff	Pre Doc Trainees	
							(1)	(2)	(3)			
01-10	01-20	01-20E	01-30/40	01-50	01-60	01-70	01-70ER	01-70EH	01-70EB	01-80	01-90	
07-01 UNEMPLOYMENT COMP	0.0%	0.0%		0.0%	0.0%	0.2%	0.2%	0.2%	0.2%	0.2%	0.1%	0.0%
07-02 WORKERS' COMP, MED. AID & INDUST. INS.	0.3%	0.6%		0.6%	0.0%	0.6%	0.5%	0.5%	0.5%	0.5%	0.6%	0.0%
07-03 GRADUATE STUDENT HEALTH	0.0%	0.0%		19.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	28.8%
07-04 UWRP RETIREMENT	7.5%	4.7%		0.0%	0.0%	0.1%	6.0%	0.0%	6.0%	0.0%	0.4%	0.0%
07-05 PERS I & II	0.4%	0.0%		0.0%	0.0%	10.3%	2.3%	0.0%	2.3%	0.0%	7.3%	0.0%
07-07 SOCIAL SECURITY	4.9%	5.8%		0.4%	0.0%	6.0%	5.7%	5.7%	5.7%	5.7%	5.5%	0.0%
07-08 MEDICARE	1.4%	1.4%		0.1%	0.0%	1.4%	1.4%	1.4%	1.4%	1.4%	1.3%	0.0%
07-09 SUPPLEMENTAL RETIREMENT	0.4%	0.0%		0.0%	0.0%	0.0%	0.4%	0.0%	0.4%	0.0%	0.0%	0.0%
07-10 HEALTH CARE	9.2%	18.7%		1.1%	14.7%	20.1%	14.3%	14.3%	0.0%	0.0%	6.0%	0.0%
07-13 SEPARATION LEAVE	0.0%	0.0%		0.0%	0.0%	0.8%	1.0%	1.0%	1.0%	1.0%	0.0%	0.0%
TOTAL RATE PER DOLLAR OF SALARY	24.1%	31.2%		21.3%	14.7%	39.5%	31.8%	23.1%	17.5%	8.8%	21.5%	28.8%

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(3) Exempt from Retirement & Health Care

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FISCAL 2022 PAYROLL LOAD RATES AND CONVERSION TABLE FOR THE PERIOD: 7/1/21-6/30/22	Salary Object Codes											
	Faculty	Medical Res. & Sr. Fellows Teaching	** Residents	Graduate Students Students	Post Doc Trainees	Classified	Professional			Hourly	Pre Doc Trainees (Stipends) Trainees (Stipends)	
							(1)	(2)	(3)			
01-10	01-20	01-20E	01-30/40	01-50	01-60	01-70	01-70ER	01-70EH	01-70EB	01-80	01-90	
07-01 UNEMPLOYMENT COMP	0.0%	0.0%		0.0%	0.0%	0.2%	0.1%	0.1%	0.1%	0.1%	0.3%	0.0%
07-02 WORKERS' COMP, MED. AID & INDUST. INS.	0.3%	0.7%		0.7%	0.0%	0.6%	0.5%	0.5%	0.5%	0.5%	0.8%	0.0%
07-03 GRADUATE STUDENT HEALTH	0.0%	0.0%		18.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	21.6%
07-04 UWRP RETIREMENT	7.3%	4.6%		0.0%	0.0%	0.1%	5.6%	0.0%	5.6%	0.0%	0.4%	0.0%
07-05 PERS I & II	0.3%	0.0%		0.0%	0.0%	9.9%	2.1%	0.0%	2.1%	0.0%	6.2%	0.0%
07-07 SOCIAL SECURITY	4.7%	5.7%		0.4%	0.0%	5.8%	5.4%	5.4%	5.4%	5.4%	5.2%	0.0%
07-08 MEDICARE	1.4%	1.3%		0.1%	0.0%	1.4%	1.3%	1.3%	1.3%	1.3%	1.2%	0.0%
07-09 SUPPLEMENTAL RETIREMENT	1.6%	0.0%		0.0%	0.0%	0.0%	1.6%	0.0%	1.6%	0.0%	0.0%	0.0%
07-10 HEALTH CARE	7.6%	16.8%		1.5%	16.3%	18.6%	11.8%	11.8%	0.0%	0.0%	6.0%	0.0%
07-13 SEPARATION LEAVE	0.0%	0.0%		0.0%	0.0%	0.7%	1.0%	1.0%	1.0%	1.0%	0.0%	0.0%
TOTAL RATE PER DOLLAR OF SALARY	23.2%	29.1%		21.6%	16.3%	37.3%	29.4%	20.1%	17.6%	8.3%	20.4%	21.6%

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FISCAL 2021

PAYROLL LOAD RATES AND CONVERSION TABLE

FOR THE PERIOD: 7/1/20-6/30/21

	Salary Object Codes											
	Faculty 01-10	Medical Res. & Sr. Fellows	**	Graduate Students	Post Doc Trainees 01-50	Classified 01-60	Professional				Hourly	Pre Doc Trainees (Stipends) Trainees (Stipends) 01-90
		Teaching 01-20	Residents 01-20E	Students 01-30/40			01-70	(1) 01-70ER	(2) 01-70EH	(3) 01-70EB	Hourly 01-80	
07-01 UNEMPLOYMENT COMP	0.0%	0.0%		0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.2%	0.0%
07-02 WORKERS' COMP, MED. AID & INDUST. INS.	0.3%	0.6%		0.9%	0.0%	0.7%	0.5%	0.5%	0.5%	0.5%	0.8%	0.0%
07-03 GRADUATE STUDENT HEALTH	0.0%	0.0%		19.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	21.0%
07-04 UWRP RETIREMENT	7.6%	4.4%		0.0%	0.0%	0.1%	5.8%	0.0%	5.8%	0.0%	0.4%	0.0%
07-05 PERS I & II	0.4%	0.0%		0.0%	0.0%	12.5%	2.7%	0.0%	2.7%	0.0%	7.5%	0.0%
07-07 SOCIAL SECURITY	4.8%	5.3%		0.4%	0.0%	5.8%	5.5%	5.5%	5.5%	5.5%	5.1%	0.0%
07-08 MEDICARE	1.4%	1.2%		0.1%	0.0%	1.4%	1.4%	1.4%	1.4%	1.4%	1.2%	0.0%
07-09 SUPPLEMENTAL RETIREMENT	0.8%	0.0%		0.0%	0.0%	0.0%	0.8%	0.0%	0.8%	0.0%	0.0%	0.0%
07-10 HEALTH CARE	8.7%	16.2%		1.5%	22.8%	18.3%	12.6%	12.6%	0.0%	0.0%	6.8%	0.0%
07-13 SEPARATION LEAVE	0.0%	0.0%		0.0%	0.0%	0.7%	0.9%	0.9%	0.9%	0.9%	0.0%	0.0%
TOTAL RATE PER DOLLAR OF SALARY	24.0%	27.7%		22.4%	22.8%	39.6%	30.3%	21.0%	17.7%	8.4%	22.2%	21.0%

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 (2) Exempt from Health Care  
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FISCAL 2020

PAYROLL LOAD RATES AND CONVERSION TABLE

FOR THE PERIOD: 7/1/19-6/30/20

	Salary Object Codes											
	Faculty 01-10	Medical Res. & Sr. Fellows	**	Graduate Students	Post Doc Trainees 01-50	Classified 01-60	Professional				Hourly	Pre Doc Trainees (Stipends) Trainees (Stipends) 01-90
		Teaching 01-20	Residents 01-20E	Students 01-30/40			01-70	(1) 01-70ER	(2) 01-70EH	(3) 01-70EB	Hourly 01-80	
07-01 UNEMPLOYMENT COMP	0.0%	0.0%		0.0%	0.0%	0.1%	0.2%	0.2%	0.2%	0.2%	0.2%	0.0%
07-02 WORKERS' COMP, MED. AID & INDUST. INS.	0.3%	0.8%		0.9%	0.0%	0.7%	0.5%	0.5%	0.5%	0.5%	0.8%	0.0%
07-03 GRADUATE STUDENT HEALTH	0.0%	0.0%		19.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	27.1%
07-04 UWRP RETIREMENT	7.6%	4.9%		0.0%	0.0%	0.1%	6.0%	0.0%	6.0%	0.0%	0.4%	0.0%
07-05 PERS I & II	0.4%	0.0%		0.0%	0.0%	12.7%	2.7%	0.0%	2.7%	0.0%	7.1%	0.0%
07-07 SOCIAL SECURITY	4.8%	5.9%		0.2%	0.0%	5.9%	5.7%	5.7%	5.7%	5.7%	5.0%	0.0%
07-08 MEDICARE	1.4%	1.4%		0.1%	0.0%	1.4%	1.4%	1.4%	1.4%	1.4%	1.2%	0.0%
07-09 SUPPLEMENTAL RETIREMENT	1.5%	0.0%		0.0%	0.0%	0.0%	1.5%	0.0%	1.5%	0.0%	0.0%	0.0%
07-10 HEALTH CARE	7.9%	18.0%		0.2%	22.7%	19.6%	13.0%	13.0%	0.0%	0.0%	6.1%	0.0%
07-13 SEPARATION LEAVE	0.0%	0.0%		0.0%	0.0%	0.7%	1.1%	1.1%	1.1%	1.1%	0.0%	0.0%
TOTAL RATE PER DOLLAR OF SALARY	23.9%	31.0%		21.2%	22.7%	41.2%	32.1%	21.9%	19.1%	8.9%	20.9%	27.1%

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**FISCAL 2019**  
PAYROLL LOAD RATES AND CONVERSION TABLE

FOR THE PERIOD: 7/1/18-6/30/19

	Salary Object Codes											
	Faculty	Medical Res. & Teaching	** Residents	Graduate Students	Post Doc Trainees	Classified	Professional			Hourly	Pre Doc Trainees (Stipends)	
							(1)	(2)	(3)			
01-10	01-20	01-20E	01-30/40	01-50	01-60	01-70	01-70ER	01-70EH	01-70EB	01-80	01-90	
07-01 UNEMPLOYMENT COMP	0.0%	0.0%		0.0%	0.0%	0.0%	0.2%	0.2%	0.2%	0.2%	0.2%	0.0%
07-02 WORKERS' COMP, MED. AID & INDUST. INS.	0.3%	0.8%		0.9%	0.0%	0.8%	0.6%	0.6%	0.6%	0.6%	0.7%	0.0%
07-03 GRADUATE STUDENT HEALTH	0.0%	0.0%		15.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	27.8%
07-04 UWRP RETIREMENT	7.5%	4.6%		0.0%	0.0%	0.1%	5.8%	0.0%	5.8%	0.0%	0.0%	0.0%
07-05 PERS I & II	0.3%	0.0%		0.0%	0.0%	12.5%	2.5%	0.0%	2.5%	0.0%	7.2%	0.0%
07-07 SOCIAL SECURITY	4.6%	5.8%		0.3%	0.0%	5.9%	5.5%	5.5%	5.5%	5.5%	5.3%	0.0%
07-08 MEDICARE	1.4%	1.4%		0.1%	0.0%	1.4%	1.4%	1.4%	1.4%	1.4%	1.3%	0.0%
07-09 SUPPLEMENTAL RETIREMENT	4.3%	0.0%		0.0%	0.0%	0.0%	4.2%	0.0%	4.2%	0.0%	0.0%	0.0%
07-10 HEALTH CARE	7.7%	19.9%		0.1%	17.0%	19.0%	13.0%	13.0%	0.0%	0.0%	6.0%	0.0%
07-13 SEPARATION LEAVE	0.0%	0.0%		0.0%	0.0%	0.8%	0.9%	0.9%	0.9%	0.9%	0.0%	0.0%
TOTAL RATE PER DOLLAR OF SALARY	<b>26.1%</b>	<b>32.5%</b>		<b>17.3%</b>	<b>17.0%</b>	<b>40.5%</b>	<b>34.1%</b>	<b>21.6%</b>	<b>21.1%</b>	<b>8.6%</b>	<b>20.9%</b>	<b>27.8%</b>

\*\* This category was no longer necessary in 2012 and for future periods

- (1) Exempt from Retirement
- (2) Exempt from Health Care
- (3) Exempt from Retirement & Health Care

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**FISCAL 2018**  
PAYROLL LOAD RATES AND CONVERSION TABLE

FOR THE PERIOD: 7/1/17-6/30/18

	Salary Object Codes											
	Faculty	Medical Res. & Teaching	** Residents	Graduate Students	Post Doc Trainees	Classified	Professional			Hourly	Pre Doc Trainees (Stipends)	
							(1)	(2)	(3)			
01-10	01-20	01-20E	01-30/40	01-50	01-60	01-70	01-70ER	01-70EH	01-70EB	01-80	01-90	
07-01 UNEMPLOYMENT COMP	0.0%	0.0%		0.0%	0.0%	0.2%	0.2%	0.2%	0.2%	0.2%	0.1%	0.0%
07-02 WORKERS' COMP, MED. AID & INDUST. INS.	0.3%	0.9%		1.0%	0.0%	0.8%	0.6%	0.6%	0.6%	0.6%	0.7%	0.0%
07-03 GRADUATE STUDENT HEALTH	0.0%	0.0%		17.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	27.6%
07-04 UWRP RETIREMENT	7.7%	4.4%		0.0%	0.0%	0.1%	5.9%	0.0%	5.9%	0.0%	0.1%	0.0%
07-05 PERS I & II	0.3%	0.0%		0.0%	0.0%	12.4%	2.5%	0.0%	2.5%	0.0%	7.6%	0.0%
07-07 SOCIAL SECURITY	4.7%	5.9%		0.2%	0.0%	5.8%	5.5%	5.5%	5.5%	5.5%	5.2%	0.0%
07-08 MEDICARE	1.4%	1.4%		0.1%	0.0%	1.4%	1.4%	1.4%	1.4%	1.4%	1.2%	0.0%
07-09 SUPPLEMENTAL RETIREMENT	2.5%	0.0%		0.0%	0.0%	0.0%	2.4%	0.0%	2.4%	0.0%	0.0%	0.0%
07-10 HEALTH CARE	8.0%	17.9%		0.1%	15.2%	18.7%	13.1%	13.1%	0.0%	0.0%	5.6%	0.0%
07-13 SEPARATION LEAVE	0.0%	0.0%		0.0%	0.0%	0.7%	0.9%	0.9%	0.9%	0.9%	0.0%	0.0%
TOTAL RATE PER DOLLAR OF SALARY	<b>24.9%</b>	<b>30.5%</b>		<b>18.4%</b>	<b>15.2%</b>	<b>40.1%</b>	<b>32.5%</b>	<b>21.7%</b>	<b>19.4%</b>	<b>8.6%</b>	<b>20.7%</b>	<b>27.6%</b>

\*\* This category was no longer necessary in 2012 and for future periods

- (1) Exempt from Retirement
- (2) Exempt from Health Care
- (3) Exempt from Retirement & Health Care

These rates apply only to Global Health employees who are overseas. The departments with employees whose salaries are subject to these rates would be aware of to whom they applied. If you are not one of these departments, these rates would not apply to your budget(s).

**FISCAL 2017**  
PAYROLL LOAD RATES AND CONVERSION TABLE

FOR THE PERIOD: 7/1/16-6/30/17

	Salary Object Codes											
	Faculty	Medical Res. &	**	Graduate	Post Doc Trainees	Classified	Professional			Hourly	Pre Doc Trainees (Stipends)	
		Teaching	Residents	Students			(1)	(2)	(3)	Hourly		
01-10	01-20	01-20E	01-30/40	01-50	01-60	01-70	01-70ER	01-70EH	01-70EB	01-80	01-90	
07-01 UNEMPLOYMENT COMP	0.0%	0.0%		0.0%	0.0%	0.0%	0.2%	0.2%	0.2%	0.2%	0.5%	0.0%
07-02 WORKERS' COMP, MED. AID & INDUST. INS.	0.4%	0.8%		1.0%	0.0%	1.0%	0.6%	0.6%	0.6%	0.6%	0.8%	0.0%
07-03 GRADUATE STUDENT HEALTH	0.0%	0.0%		15.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	26.4%
07-04 UWRP RETIREMENT	7.7%	4.4%		0.0%	0.0%	0.1%	6.1%	0.0%	6.1%	0.0%	0.0%	0.0%
07-05 PERS I & II	0.3%	0.0%		0.0%	0.0%	9.5%	2.1%	0.0%	2.1%	0.0%	5.5%	0.0%
07-07 SOCIAL SECURITY	4.8%	5.8%		0.2%	0.0%	6.4%	5.7%	5.7%	5.7%	5.7%	4.3%	0.0%
07-08 MEDICARE	1.5%	1.4%		0.0%	0.0%	1.4%	1.4%	1.4%	1.4%	1.4%	1.2%	0.0%
07-09 SUPPLEMENTAL RETIREMENT	2.7%	0.0%		0.0%	0.0%	0.0%	2.6%	0.0%	2.6%	0.0%	0.0%	0.0%
07-10 HEALTH CARE	7.9%	17.6%		0.1%	16.9%	18.3%	12.8%	12.8%	0.0%	0.0%	5.4%	0.0%
07-13 SEPARATION LEAVE	0.0%	0.0%		0.0%	0.0%	1.2%	0.9%	0.9%	0.9%	0.9%	0.0%	0.0%
TOTAL RATE PER DOLLAR OF SALARY	25.3%	30.0%		17.0%	17.0%	37.9%	32.4%	21.6%	19.6%	8.8%	17.9%	26.4%

\*\* This category was no longer necessary in 2012 and for future periods

(1) Exempt from Retirement  
 (2) Exempt from Health Care  
 (3) Exempt from Retirement & Health Care  
 These rates apply only to Global Health employees who are overseas. The departments with employees whose salaries are subject to these rates would be aware of to whom they applied. If you are not one of these departments, these rates would not apply to your budget(s).

**FISCAL 2016**  
PAYROLL LOAD RATES AND CONVERSION TABLE

FOR THE PERIOD: 7/1/15-6/30/16

	Salary Object Codes											
	Faculty	Medical Res. &	**	Graduate	Post Doc Trainees	Classified	Professional			Hourly	Pre Doc Trainees (Stipends)	
		Teaching	Residents	Students			(1)	(2)	(3)	Hourly		
01-10	01-20	01-20E	01-30/40	01-50	01-60	01-70	01-70ER	01-70EH	01-70EB	01-80	01-90	
07-01 UNEMPLOYMENT COMP	0.1%	0.0%		0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%
07-02 WORKERS' COMP, MED. AID & INDUST. INS.	0.3%	0.7%		0.0%	0.0%	0.7%	0.4%	0.4%	0.4%	0.4%	0.7%	0.0%
07-03 GRADUATE STUDENT HEALTH	0.0%	0.0%		16.9%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	23.9%
07-04 UWRP RETIREMENT	8.0%	4.9%		0.0%	0.0%	0.1%	6.1%	0.0%	6.1%	0.0%	0.0%	0.0%
07-05 PERS I & II	0.2%	0.0%		0.0%	0.0%	11.1%	2.1%	0.0%	2.1%	0.0%	5.1%	0.0%
07-07 SOCIAL SECURITY	5.0%	5.7%		0.0%	0.0%	5.9%	5.6%	5.6%	5.6%	5.6%	4.5%	0.0%
07-08 MEDICARE	1.4%	1.3%		0.0%	0.0%	1.4%	1.4%	1.4%	1.4%	1.4%	1.2%	0.0%
07-09 SUPPLEMENTAL RETIREMENT	1.2%	0.0%		0.0%	0.0%	0.0%	1.1%	0.0%	1.1%	0.0%	0.0%	0.0%
07-10 HEALTH CARE	8.1%	18.1%		0.8%	22.7%	19.3%	12.9%	12.9%	0.0%	0.0%	6.8%	0.0%
07-13 SEPARATION LEAVE	0.0%	0.0%		0.0%	0.0%	0.7%	0.9%	0.9%	0.9%	0.9%	0.0%	0.0%
TOTAL RATE PER DOLLAR OF SALARY	24.3%	30.7%		17.7%	22.8%	39.4%	30.5%	21.2%	17.6%	8.3%	18.8%	23.9%

\*\* This category was no longer necessary in 2012 and for future periods

(1) Exempt from Retirement  
 (2) Exempt from Health Care  
 (3) Exempt from Retirement & Health Care  
 These rates apply only to Global Health employees who are overseas. The departments with employees whose salaries are subject to these rates would be aware of to whom they applied. If you are not one of these departments, these rates would not apply to your budget(s).

**FISCAL 2015**  
**PAYROLL LOAD RATES AND CONVERSION TABLE**  
 FOR THE PERIOD: 7/1/14-6/30/15

	Salary Object Codes										
	Faculty	Medical Res. & Sr. Fellows	**	Graduate Students	Post Doc Trainees	Classified	Professional			Hourly	Pre Doc Trainees (Stipends)
							01-70	(1)	(2)		
01-10	01-20	01-20E	01-30/40	01-50	01-60	01-70ER	01-70EH	01-70EB	01-80	01-90	
07-01 UNEMPLOYMENT COMP	0.2%	0.0%	0.0%	0.0%	0.3%	0.3%	0.3%	0.3%	0.3%	0.3%	0.0%
07-02 WORKERS' COMP, MED. AID & INDUST. INS.	0.3%	0.8%	0.9%	0.0%	0.7%	0.5%	0.5%	0.5%	0.5%	0.5%	0.0%
07-03 GRADUATE STUDENT HEALTH	0.0%	0.0%	19.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	22.9%
07-04 UWRP RETIREMENT	8.0%	4.3%	0.0%	0.0%	0.1%	5.9%	0.0%	5.9%	0.0%	0.2%	0.0%
07-05 PERS I & II	0.1%	0.1%	0.0%	0.0%	9.8%	1.9%	0.0%	1.9%	0.0%	5.9%	0.0%
07-07 SOCIAL SECURITY	4.9%	5.8%	0.2%	0.0%	5.7%	5.5%	5.5%	5.5%	5.5%	5.0%	0.0%
07-08 MEDICARE	1.3%	1.4%	0.1%	0.0%	1.4%	1.4%	1.4%	1.4%	1.4%	1.3%	0.0%
07-09 SUPPLEMENTAL RETIREMENT	1.3%	0.0%	0.0%	0.0%	0.0%	1.3%	0.0%	1.3%	0.0%	0.0%	0.0%
07-10 HEALTH CARE	6.6%	14.3%	0.1%	16.9%	15.4%	10.3%	10.3%	0.0%	0.0%	3.7%	0.0%
07-13 SEPARATION LEAVE	0.0%	0.0%	0.0%	0.0%	0.4%	0.6%	0.6%	0.6%	0.6%	0.0%	0.0%
TOTAL RATE PER DOLLAR OF SALARY	<b>22.7%</b>	<b>26.7%</b>	<b>20.6%</b>	<b>16.9%</b>	<b>33.8%</b>	<b>27.7%</b>	<b>18.6%</b>	<b>17.4%</b>	<b>8.3%</b>	<b>17.0%</b>	<b>22.9%</b>

\*\* This category was no longer necessary in 2012 and for future periods

(1) Exempt from Retirement  
 (2) Exempt from Health Care  
 (3) Exempt from Retirement & Health Care  
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**FISCAL 2014**  
**PAYROLL LOAD RATES AND CONVERSION TABLE**  
 FOR THE PERIOD: 7/1/13-6/30/14

	Salary Object Codes										
	Faculty	Medical Res. & Sr. Fellows	**	Graduate Students	Post Doc Trainees	Classified	Professional			Hourly	Pre Doc Trainees (Stipends)
							01-70	(1)	(2)		
01-10	01-20	01-20E	01-30/40	01-50	01-60	01-70ER	01-70EH	01-70EB	01-80	01-90	
07-01 UNEMPLOYMENT COMP	0.0%	0.0%	0.0%	0.0%	0.4%	1.1%	1.1%	1.1%	1.1%	0.0%	0.0%
07-02 WORKERS' COMP, MED. AID & INDUST. INS.	0.3%	0.8%	1.2%	0.0%	0.8%	0.7%	0.7%	0.7%	0.7%	0.5%	0.0%
07-03 GRADUATE STUDENT HEALTH	0.0%	0.0%	15.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	21.7%
07-04 UWRP RETIREMENT	7.8%	4.1%	0.0%	0.0%	0.1%	6.1%	0.0%	6.1%	0.0%	0.1%	0.0%
07-05 PERS I & II	0.1%	0.0%	0.0%	0.0%	8.8%	1.6%	0.0%	1.6%	0.0%	5.8%	0.0%
07-07 SOCIAL SECURITY	4.8%	5.9%	0.2%	0.0%	5.9%	5.8%	5.8%	5.8%	5.8%	4.7%	0.0%
07-08 MEDICARE	1.5%	1.4%	0.1%	0.0%	1.4%	1.4%	1.4%	1.4%	1.4%	1.2%	0.0%
07-09 SUPPLEMENTAL RETIREMENT	2.6%	0.0%	0.0%	0.0%	0.0%	2.6%	0.0%	2.6%	0.0%	0.0%	0.0%
07-10 HEALTH CARE	7.9%	16.5%	0.0%	19.1%	17.5%	11.0%	11.0%	0.0%	0.0%	2.8%	0.0%
07-13 SEPARATION LEAVE	0.0%	0.0%	0.0%	0.0%	0.4%	0.6%	0.6%	0.6%	0.6%	0.0%	0.0%
TOTAL RATE PER DOLLAR OF SALARY	<b>25.0%</b>	<b>28.7%</b>	<b>16.6%</b>	<b>19.1%</b>	<b>35.3%</b>	<b>30.9%</b>	<b>20.6%</b>	<b>19.9%</b>	<b>9.6%</b>	<b>15.2%</b>	<b>21.7%</b>

\*\* This category was no longer necessary in 2012 and for future periods

(1) Exempt from Retirement  
 (2) Exempt from Health Care  
 (3) Exempt from Retirement & Health Care  
 These rates apply only to Global Health employees who are overseas. The departments with employees whose salaries are subject to these rates would be aware of to whom they applied. If you are not one of these departments, these rates would not apply to your budget(s).

**FISCAL 2013**  
 PAYROLL LOAD RATES AND CONVERSION TABLE  
 FOR THE PERIOD: 7/1/12-6/30/13

	Salary Object Codes										
	Faculty	Medical Res. & Sr. Fellows	**	Graduate Students	Post Doc Trainees	Classified	Professional			Hourly	Pre Doc Trainees (Stipends)
							01-70	(1)	(2)		
01-10	01-20	01-20E	01-30/40	01-50	01-60	01-70ER	01-70EH	01-70EB	01-80	01-90	
07-01 UNEMPLOYMENT COMP	0.1%	0.0%	0.0%	0.0%	0.2%	0.4%	0.4%	0.4%	0.1%	0.0%	
07-02 WORKERS' COMP, MED. AID & INDUST. INS.	0.3%	0.9%	1.0%	0.0%	0.7%	0.6%	0.6%	0.6%	0.8%	0.0%	
07-03 GRADUATE STUDENT HEALTH	0.0%	0.0%	13.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	16.3%	
07-04 UWRP RETIREMENT	8.1%	4.4%	0.0%	0.0%	0.1%	6.2%	0.0%	6.2%	0.0%	0.0%	
07-05 PERS I & II	0.1%	0.0%	0.0%	0.0%	8.0%	1.4%	0.0%	1.4%	3.7%	0.0%	
07-07 SOCIAL SECURITY	4.9%	6.2%	0.2%	0.0%	6.7%	5.8%	5.8%	5.8%	4.5%	0.0%	
07-08 MEDICARE	1.4%	1.4%	0.0%	0.0%	1.6%	1.4%	1.4%	1.4%	1.2%	0.0%	
07-09 SUPPLEMENTAL RETIREMENT	3.4%	0.0%	0.0%	0.0%	0.0%	3.4%	0.0%	3.4%	0.0%	0.0%	
07-10 HEALTH CARE	8.6%	20.0%	0.0%	23.4%	19.9%	14.0%	14.0%	0.0%	6.0%	0.0%	
07-13 SEPARATION LEAVE	0.0%	0.0%	0.0%	0.0%	0.5%	0.8%	0.8%	0.8%	0.0%	0.0%	
TOTAL RATE PER DOLLAR OF SALARY	<b>26.9%</b>	<b>32.9%</b>	<b>14.2%</b>	<b>23.4%</b>	<b>37.7%</b>	<b>34.0%</b>	<b>23.0%</b>	<b>20.0%</b>	<b>9.0%</b>	<b>16.5%</b>	

\*\* This category was no longer necessary in 2012 and for future periods

(1) Exempt from Retirement  
 (2) Exempt from Health Care  
 (3) Exempt from Retirement & Health Care  
 These rates apply only to Global Health employees who are overseas. The departments with employees whose salaries are subject to these rates would be aware of to whom they applied. If you are not one of these departments, these rates would not apply to your budget(s).

**FISCAL 2012**  
 PAYROLL LOAD RATES AND CONVERSION TABLE  
 FOR THE PERIOD: 7/1/11-6/30/12

	Salary Object Codes										
	Faculty	Medical Res. & Sr. Fellows	**	Graduate Students	Post Doc Trainees	Classified	Professional			Hourly	Pre Doc Trainees (Stipends)
							01-70	(1)	(2)		
01-10	01-20	01-20E	01-30/40	01-50	01-60	01-70ER	01-70EH	01-70EB	01-80	01-90	
07-01 UNEMPLOYMENT COMP	0.2%	0.0%	0.0%	0.0%	0.6%	0.7%	0.7%	0.7%	0.3%	0.0%	
07-02 WORKERS' COMP, MED. AID & INDUST. INS.	0.4%	0.8%	1.1%	0.0%	0.8%	0.6%	0.6%	0.6%	0.7%	0.0%	
07-03 GRADUATE STUDENT HEALTH	0.0%	0.0%	14.7%	0.0%	0.1%	0.0%	0.0%	0.0%	0.2%	16.3%	
07-04 UWRP RETIREMENT	8.3%	4.2%	0.0%	0.0%	0.1%	6.2%	0.0%	6.2%	0.0%	0.0%	
07-05 PERS I & II	0.0%	0.0%	0.0%	0.0%	5.7%	1.3%	0.0%	1.3%	2.6%	0.0%	
07-07 SOCIAL SECURITY	5.0%	6.0%	0.2%	0.1%	5.8%	5.8%	5.8%	5.8%	4.4%	0.0%	
07-08 MEDICARE	1.4%	1.4%	0.1%	0.0%	1.3%	1.4%	1.4%	1.4%	1.2%	0.0%	
07-09 SUPPLEMENTAL RETIREMENT	3.1%	0.0%	0.0%	0.0%	0.0%	2.9%	0.0%	2.9%	0.0%	0.0%	
07-10 HEALTH CARE	8.8%	20.0%	0.0%	19.7%	18.5%	14.0%	14.0%	0.0%	5.5%	0.0%	
07-13 SEPARATION LEAVE	0.0%	0.0%	0.0%	0.0%	0.5%	0.7%	0.7%	0.7%	0.0%	0.0%	
TOTAL RATE PER DOLLAR OF SALARY	<b>27.2%</b>	<b>32.4%</b>	<b>16.1%</b>	<b>19.8%</b>	<b>33.4%</b>	<b>33.6%</b>	<b>23.2%</b>	<b>19.6%</b>	<b>9.2%</b>	<b>16.3%</b>	

\*\* This category was no longer necessary in 2012 and for future periods

(1) Exempt from Retirement  
 (2) Exempt from Health Care  
 (3) Exempt from Retirement & Health Care  
 These rates apply only to Global Health employees who are overseas. The departments with employees whose salaries are subject to these rates would be aware of to whom they applied. If you are not one of these departments, these rates would not apply to your budget(s).

**FISCAL 2011**  
PAYROLL LOAD RATES AND CONVERSION TABLE

FOR THE PERIOD: 7/1/10-6/30/11

	Salary Object Codes											
	Faculty	Auxiliary Non-Teaching	Medical Residents	Graduate Students	Post Doc Trainees	Classified	Professional				Hourly	Pre Doc Trainees (Stipends)
							01-70	(1)	(2)	(3)		
	01-10	01-20	01-20E	01-30/40	01-50	01-60	01-70ER	01-70EH	01-70EB	01-80	01-90	
07-01 UNEMPLOYMENT COMP	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.3%	0.3%	0.3%	0.3%	0.1%	0.0%
07-02 WORKERS' COMP, MED. AID & INDUST. INS.	0.3%	0.5%	0.5%	0.8%	0.0%	0.7%	0.4%	0.4%	0.4%	0.4%	0.5%	0.0%
07-03 GRADUATE STUDENT HEALTH	0.0%	0.0%	0.0%	13.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	13.0%
07-04 UWRP RETIREMENT	7.5%	2.8%	2.8%	0.0%	0.0%	0.1%	5.7%	0.0%	5.7%	0.0%	0.1%	0.0%
07-05 PERS I & II	0.0%	0.0%	0.0%	0.0%	0.0%	5.9%	1.0%	0.0%	1.0%	0.0%	3.0%	0.0%
07-07 SOCIAL SECURITY	4.7%	4.9%	4.9%	0.1%	0.0%	6.7%	5.4%	5.4%	5.4%	5.4%	5.3%	0.0%
07-08 MEDICARE	1.4%	1.2%	1.2%	0.0%	0.0%	1.6%	1.4%	1.4%	1.4%	1.4%	1.4%	0.0%
07-09 SUPPLEMENTAL RETIREMENT	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	4.2%	0.0%	4.2%	0.0%	0.0%	0.0%
07-10 HEALTH CARE	7.7%	15.0%	15.0%	0.1%	14.7%	21.4%	12.2%	12.2%	0.0%	0.0%	3.4%	0.0%
TOTAL RATE PER DOLLAR OF SALARY	<b>25.8%</b>	<b>24.4%</b>	<b>24.4%</b>	<b>14.7%</b>	<b>14.7%</b>	<b>36.6%</b>	<b>30.6%</b>	<b>19.7%</b>	<b>18.4%</b>	<b>7.5%</b>	<b>13.9%</b>	<b>13.0%</b>

(1) Exempt from Retirement  
(2) Exempt from Health Care  
(3) Exempt from Retirement & Health Care

**FISCAL 2010**  
PAYROLL LOAD RATES AND CONVERSION TABLE

FOR THE PERIOD: 7/1/09-6/30/10

	Salary Object Codes											
	Faculty	Auxiliary Non-Teaching	Medical Residents	Graduate Students	Post Doc Trainees	Classified	Professional				Hourly	Pre Doc Trainees (Stipends)
							01-70	(1)	(2)	(3)		
	01-10	01-20	01-20E	01-30/40	01-50	01-60	01-70ER	01-70EH	01-70EB	01-80	01-90	
07-01 UNEMPLOYMENT COMP	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%	0.2%	0.2%	0.2%	0.0%	0.0%
07-02 WORKERS' COMP, MED. AID & INDUST. INS.	0.2%	0.5%	0.5%	0.6%	0.0%	0.5%	0.3%	0.3%	0.3%	0.3%	0.4%	0.0%
07-03 GRADUATE STUDENT HEALTH	0.0%	0.0%	0.0%	12.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	10.2%
07-04 UWRP RETIREMENT	7.5%	1.2%	0.0%	0.0%	0.0%	0.1%	5.7%	0.0%	5.7%	0.0%	0.1%	0.0%
07-05 PERS I & II	0.1%	0.0%	0.0%	0.0%	0.0%	8.4%	1.6%	0.0%	1.6%	0.0%	4.2%	0.0%
07-07 SOCIAL SECURITY	4.7%	5.3%	5.3%	0.1%	0.0%	6.2%	5.5%	5.5%	5.5%	5.5%	4.7%	0.0%
07-08 MEDICARE	1.4%	1.3%	1.3%	0.0%	0.0%	1.5%	1.4%	1.4%	1.4%	1.4%	1.2%	0.0%
07-09 SUPPLEMENTAL RETIREMENT	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	1.2%	0.0%	1.2%	0.0%	0.0%	0.0%
07-10 HEALTH CARE	8.5%	17.4%	17.4%	0.1%	19.4%	21.4%	13.4%	13.4%	0.0%	0.0%	2.3%	0.1%
TOTAL RATE PER DOLLAR OF SALARY	<b>23.6%</b>	<b>25.7%</b>	<b>24.5%</b>	<b>12.9%</b>	<b>19.4%</b>	<b>38.3%</b>	<b>29.3%</b>	<b>20.8%</b>	<b>15.9%</b>	<b>7.4%</b>	<b>13.0%</b>	<b>10.3%</b>

(1) Exempt from Retirement  
(2) Exempt from Health Care  
(3) Exempt from Retirement & Health Care

**FISCAL 2009**  
PAYROLL LOAD RATES AND CONVERSION TABLE

FOR THE PERIOD: 7/1/08-6/30/09

	Salary Object Codes											
	Faculty	Auxiliary Non-Teaching	Medical Residents	Graduate Students	Post Doc Trainees	Classified	Professional				Hourly	Pre Doc Trainees (Stipends)
							01-70	(1)	(2)	(3)		
	01-10	01-20	01-20E	01-30/40	01-50	01-60	01-70ER	01-70EH	01-70EB	01-80	01-90	
07-01 UNEMPLOYMENT COMP	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%	0.2%	0.2%	0.2%	0.0%	0.0%
07-02 WORKERS' COMP, MED. AID & INDUST. INS.	0.2%	0.6%	0.6%	0.7%	0.0%	0.6%	0.4%	0.4%	0.4%	0.4%	0.4%	0.0%
07-03 GRADUATE STUDENT HEALTH	0.0%	0.0%	0.0%	12.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	11.2%
07-04 UWRP RETIREMENT	7.5%	1.2%	0.0%	0.0%	0.0%	0.1%	5.6%	0.0%	5.6%	0.0%	0.6%	0.0%
07-05 PERS I & II	0.1%	0.0%	0.0%	0.0%	0.0%	5.9%	1.2%	0.0%	1.2%	0.0%	2.7%	0.0%
07-07 SOCIAL SECURITY	4.8%	5.9%	5.9%	0.1%	0.0%	5.9%	5.6%	5.6%	5.6%	5.6%	4.6%	0.0%
07-08 MEDICARE	1.4%	1.4%	1.4%	0.0%	0.0%	1.4%	1.4%	1.4%	1.4%	1.4%	1.3%	0.0%
07-09 SUPPLEMENTAL RETIREMENT	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	1.3%	0.0%	1.3%	0.0%	0.0%	0.0%
07-10 HEALTH CARE	7.0%	14.8%	14.8%	0.1%	15.5%	15.5%	10.5%	10.5%	0.0%	0.0%	2.3%	0.0%
TOTAL RATE PER DOLLAR OF SALARY	<b>22.3%</b>	<b>23.9%</b>	<b>22.7%</b>	<b>13.3%</b>	<b>15.5%</b>	<b>29.6%</b>	<b>26.2%</b>	<b>18.1%</b>	<b>15.7%</b>	<b>7.6%</b>	<b>12.0%</b>	<b>11.2%</b>

(1) Exempt from Retirement  
(2) Exempt from Health Care  
(3) Exempt from Retirement & Health Care



**FISCAL 2008**  
PAYROLL LOAD RATES AND CONVERSION TABLE

FOR THE PERIOD: 7/1/07-6/30/08

	Salary Object Codes											
	Faculty	Auxiliary Non-Teaching	Medical Residents	Graduate Students	Post Doc Trainees	Classified	Professional			Hourly	Pre Doc Trainees (Stipends)	
							01-70	(1)	(2)			(3)
01-10	01-20	01-20E	01-30/40	01-50	01-60	01-70	01-70ER	01-70EH	01-70EB	01-80	01-90	
07-01 UNEMPLOYMENT COMP	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.2%	0.2%	0.2%	0.2%	0.1%	0.0%
07-02 WORKERS' COMP, MED. AID & INDUST. INS.	0.3%	0.6%	0.6%	0.7%	0.0%	0.6%	0.4%	0.4%	0.4%	0.4%	0.5%	0.0%
07-03 GRADUATE STUDENT HEALTH	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9.3%
07-04 UWRP RETIREMENT	7.7%	1.4%	0.0%	0.0%	0.0%	0.1%	5.6%	0.0%	5.6%	0.0%	0.0%	0.0%
07-05 PERS I & II	0.0%	0.0%	0.0%	0.0%	0.0%	4.5%	0.9%	0.0%	0.9%	0.0%	2.1%	0.0%
07-07 SOCIAL SECURITY	4.9%	5.9%	5.9%	0.1%	0.0%	5.9%	5.6%	5.6%	5.6%	5.6%	4.7%	0.0%
07-08 MEDICARE	1.4%	1.4%	1.4%	0.0%	0.0%	1.4%	1.4%	1.4%	1.4%	1.4%	1.2%	0.0%
07-09 SUPPLEMENTAL RETIREMENT	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	0.0%	0.4%	0.0%	0.0%	0.0%
07-10 HEALTH CARE	9.3%	19.6%	19.6%	0.1%	20.3%	18.8%	14.2%	14.2%	0.0%	0.0%	2.7%	0.0%
TOTAL RATE PER DOLLAR OF SALARY	<b>24.0%</b>	<b>28.9%</b>	<b>27.5%</b>	<b>10.9%</b>	<b>20.3%</b>	<b>31.6%</b>	<b>28.7%</b>	<b>21.8%</b>	<b>14.5%</b>	<b>7.6%</b>	<b>11.3%</b>	<b>9.3%</b>

(1) Exempt from Retirement  
(2) Exempt from Health Care  
(3) Exempt from Retirement & Health Care

**FISCAL 2007**  
PAYROLL LOAD RATES AND CONVERSION TABLE

FOR THE PERIOD: 7/1/06-6/30/07

	Salary Object Codes								
	Faculty	Auxiliary Non-Teaching	Medical Residents	Graduate Students	Post Doc Trainees	Classified	Professional	Hourly	Pre Doc Trainees (Stipends)
07-01 UNEMPLOYMENT COMP	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.2%	0.1%	0.0%
07-02 WORKERS' COMP, MED. AID & INDUST. INS.	0.3%	0.6%	0.6%	0.8%	0.0%	0.6%	0.4%	0.5%	0.0%
07-03 GRADUATE STUDENT HEALTH	0.0%	0.0%	0.0%	12.4%	0.0%	0.0%	0.0%	0.2%	11.1%
07-04 UWRP RETIREMENT	8.0%	4.0%	0.0%	0.0%	0.0%	0.1%	6.0%	0.0%	0.0%
07-05 PERS I & II	0.0%	0.0%	0.0%	0.0%	0.0%	4.1%	0.8%	2.0%	0.0%
07-07 SOCIAL SECURITY	4.9%	5.9%	5.9%	0.1%	0.0%	5.9%	5.6%	4.6%	0.0%
07-08 MEDICARE	1.4%	1.4%	1.4%	0.0%	0.0%	1.4%	1.4%	1.2%	0.0%
07-10 HEALTH CARE	9.2%	19.2%	19.2%	0.1%	19.9%	18.5%	13.9%	2.5%	0.0%
TOTAL RATE PER DOLLAR OF SALARY	<b>23.8%</b>	<b>31.1%</b>	<b>27.1%</b>	<b>13.4%</b>	<b>19.9%</b>	<b>30.9%</b>	<b>28.3%</b>	<b>11.1%</b>	<b>11.1%</b>

**FISCAL 2006**  
PAYROLL LOAD RATES AND CONVERSION TABLE

FOR THE PERIOD: 7/1/05-6/30/06

	Salary Object Codes								
	Faculty	Auxiliary Non-Teaching	Medical Residents	Graduate Students	Post Doc Trainees	Classified	Professional	Hourly	Pre Doc Trainees (Stipends)
07-01 UNEMPLOYMENT COMP	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.2%	0.1%	0.0%
07-02 WORKERS' COMP, MED. AID & INDUST. INS.	0.3%	0.6%	0.6%	0.8%	0.0%	0.7%	0.5%	0.6%	0.0%
07-03 GRADUATE STUDENT HEALTH	0.0%	0.0%	0.0%	12.6%	0.0%	0.0%	0.0%	0.2%	11.0%
07-04 UWRP RETIREMENT	7.7%	3.5%	0.0%	0.0%	0.0%	0.0%	5.6%	0.0%	0.0%
07-05 PERS I & II	0.0%	0.0%	0.0%	0.0%	0.0%	2.4%	0.4%	1.1%	0.0%
07-07 SOCIAL SECURITY	5.1%	5.4%	5.4%	0.0%	0.0%	6.1%	5.8%	4.8%	0.0%
07-08 MEDICARE	1.4%	1.2%	1.2%	0.0%	0.0%	1.4%	1.4%	1.3%	0.0%
07-10 HEALTH CARE	8.6%	16.3%	16.4%	0.0%	18.1%	19.9%	13.2%	3.0%	0.0%
TOTAL RATE PER DOLLAR OF SALARY	<b>23.2%</b>	<b>27.0%</b>	<b>23.6%</b>	<b>13.4%</b>	<b>18.1%</b>	<b>30.8%</b>	<b>27.1%</b>	<b>11.1%</b>	<b>11.0%</b>

**FISCAL 2005**

PAYROLL LOAD RATES AND CONVERSION TABLE

FOR THE PERIOD: 7/1/04-6/30/05

	Salary Object Codes								
	<i>Faculty</i>	<i>Auxiliary Non-Teaching</i>	<i>Medical Residents</i>	<i>Graduate Students</i>	<i>Post Doc Trainees</i>	<i>Classified</i>	<i>Professional</i>	<i>Hourly</i>	<i>Pre Doc Trainees (Stipends)</i>
	01-10	01-20	01-20E	01-30/40	01-50	01-60	01-70	01-80	01-90
07-01 UNEMPLOYMENT COMP	0.1%	0.0%	0.0%	0.0%	0.0%	0.5%	0.4%	0.2%	0.0%
07-02 WORKERS' COMP, MED. AID & INDUST. INS.	0.3%	0.6%	0.7%	0.9%	0.0%	0.7%	0.5%	0.6%	0.0%
07-03 GRADUATE STUDENT HEALTH	0.0%	0.0%	0.0%	10.8%	0.0%	0.0%	0.0%	0.1%	8.6%
07-04 UWRP RETIREMENT	7.7%	3.5%	0.0%	0.0%	0.0%	0.0%	5.5%	0.0%	0.0%
07-05 PERS I & II	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	0.3%	0.6%	0.0%
07-07 SOCIAL SECURITY	5.1%	5.3%	5.5%	0.0%	0.0%	6.0%	5.7%	4.7%	0.0%
07-08 MEDICARE	1.4%	1.2%	1.3%	0.0%	0.0%	1.4%	1.4%	1.2%	0.0%
07-10 HEALTH CARE	8.0%	14.8%	15.2%	0.0%	16.6%	18.3%	11.9%	2.8%	0.0%
TOTAL RATE PER DOLLAR OF SALARY	<b>22.6%</b>	<b>25.5%</b>	<b>22.6%</b>	<b>11.7%</b>	<b>16.6%</b>	<b>28.3%</b>	<b>25.5%</b>	<b>10.2%</b>	<b>8.6%</b>

**FISCAL 2004**

PAYROLL LOAD RATES AND CONVERSION TABLE

FOR THE PERIOD: 7/1/03-6/30/04

	Salary Object Codes								
	<i>Faculty</i>	<i>Auxiliary Non-Teaching</i>	<i>Medical Residents</i>	<i>Graduate Students</i>	<i>Post Doc Trainees</i>	<i>Classified</i>	<i>Professional</i>	<i>Hourly</i>	<i>Pre Doc Trainees (Stipends)</i>
	01-10	01-20	01-20E	01-30/40	01-50	01-60	01-70	01-80	01-90
07-01 UNEMPLOYMENT COMP	0.1%	0.0%	0.0%	0.0%	0.0%	0.4%	0.4%	0.3%	0.0%
07-02 WORKERS' COMP, MED. AID & INDUST. INS.	0.3%	0.6%	0.7%	0.9%	0.0%	0.7%	0.5%	0.6%	0.0%
07-03 GRADUATE STUDENT HEALTH	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.2%	11.7%
07-04 UWRP RETIREMENT	7.6%	3.5%	0.0%	0.0%	0.0%	0.0%	5.5%	0.0%	0.0%
07-05 PERS I & II	0.0%	0.0%	0.0%	0.0%	0.0%	1.3%	0.2%	0.5%	0.0%
07-07 SOCIAL SECURITY	5.1%	5.2%	6.4%	0.0%	0.0%	6.0%	5.8%	4.8%	0.0%
07-08 MEDICARE	1.4%	1.2%	1.5%	0.0%	0.0%	1.4%	1.4%	1.2%	0.0%
07-10 HEALTH CARE	7.2%	12.6%	15.2%	0.0%	13.8%	16.1%	10.7%	1.8%	0.0%
TOTAL RATE PER DOLLAR OF SALARY	<b>21.7%</b>	<b>23.1%</b>	<b>23.7%</b>	<b>13.4%</b>	<b>13.8%</b>	<b>26.0%</b>	<b>24.6%</b>	<b>9.4%</b>	<b>11.7%</b>

**FISCAL 2003**

PAYROLL LOAD RATES AND CONVERSION TABLE

FOR THE PERIOD: 7/1/02-6/30/03

	Salary Object Codes								
	<i>Faculty</i>	<i>Auxiliary Non-Teaching</i>	<i>Medical Residents</i>	<i>Graduate Students</i>	<i>Post Doc Trainees</i>	<i>Classified</i>	<i>Professional</i>	<i>Hourly</i>	<i>Pre Doc Trainees (Stipends)</i>
	01-10	01-20	01-20E	01-30/40	01-50	01-60	01-70	01-80	01-90
07-01 UNEMPLOYMENT COMP	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	0.2%	0.3%	0.0%
07-02 WORKERS' COMP, MED. AID & INDUST. INS.	0.3%	0.6%	0.6%	0.8%	0.7%	0.6%	0.4%	0.6%	0.0%
07-03 GRADUATE STUDENT HEALTH	0.0%	0.0%	0.0%	10.9%	0.0%	0.0%	0.0%	0.2%	9.9%
07-04 UWRP RETIREMENT	7.9%	3.9%	0.0%	0.0%	0.0%	0.0%	5.6%	0.0%	0.0%
07-05 PERS I & II	0.0%	0.0%	0.0%	0.0%	0.0%	1.3%	0.3%	0.5%	0.0%
07-07 SOCIAL SECURITY	5.3%	5.9%	5.9%	0.0%	0.0%	6.2%	6.0%	5.0%	0.0%
07-08 MEDICARE	1.4%	1.4%	1.4%	0.0%	0.0%	1.4%	1.4%	1.3%	0.0%
07-10 HEALTH CARE	7.3%	14.2%	13.9%	0.0%	15.5%	16.2%	10.6%	1.9%	0.0%
TOTAL RATE PER DOLLAR OF SALARY	<b>22.3%</b>	<b>26.0%</b>	<b>21.8%</b>	<b>11.7%</b>	<b>16.2%</b>	<b>26.2%</b>	<b>24.5%</b>	<b>9.7%</b>	<b>9.9%</b>

**FISCAL 2002**  
PAYROLL LOAD RATES AND CONVERSION TABLE

FOR THE PERIOD: 7/1/01-6/30/02

	Salary Object Codes								
	<i>Faculty</i>	<i>Auxiliary Non-Teaching</i>	<i>Medical Residents</i>	<i>Graduate Students</i>	<i>Post Doc Trainees</i>	<i>Classified</i>	<i>Professional</i>	<i>Hourly</i>	<i>Pre Doc Trainees (Stipends)</i>
	01-10	01-20	01-20E	01-30/40	01-50	01-60	01-70	01-80	01-90
07-01 UNEMPLOYMENT COMP	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.1%	0.1%	0.0%
07-02 WORKERS' COMP, MED. AID & INDUST. INS.	0.3%	0.6%	0.6%	0.8%	0.5%	0.6%	0.4%	0.6%	0.0%
07-03 GRADUATE STUDENT HEALTH	0.0%	0.0%	0.0%	9.9%	0.0%	0.0%	0.0%	0.1%	11.5%
07-04 UWRP RETIREMENT	7.7%	3.9%	0.0%	0.0%	0.0%	0.0%	5.3%	0.0%	0.0%
07-05 PERS I & II	0.0%	0.0%	0.0%	0.0%	0.0%	1.7%	0.4%	0.7%	0.0%
07-07 SOCIAL SECURITY	5.2%	5.8%	5.7%	0.0%	0.0%	6.0%	5.9%	4.8%	0.0%
07-08 MEDICARE	1.4%	1.4%	1.4%	0.0%	0.0%	1.4%	1.4%	1.2%	0.0%
07-10 HEALTH CARE	6.7%	13.3%	13.1%	0.0%	13.6%	14.9%	9.6%	1.7%	0.0%
TOTAL RATE PER DOLLAR OF SALARY	<b>21.3%</b>	<b>24.9%</b>	<b>20.7%</b>	<b>10.7%</b>	<b>14.1%</b>	<b>24.9%</b>	<b>23.2%</b>	<b>9.3%</b>	<b>11.5%</b>

**FISCAL 2001**  
PAYROLL LOAD RATES AND CONVERSION TABLE

FOR THE PERIOD: 7/1/00-6/30/01

	Salary Object Codes								
	<i>Faculty</i>	<i>Auxiliary Non-Teaching</i>	<i>Medical Residents</i>	<i>Graduate Students</i>	<i>Post Doc Trainees</i>	<i>Classified</i>	<i>Professional</i>	<i>Hourly</i>	<i>Pre Doc Trainees (Stipends)</i>
	01-10	01-20	01-20E	01-30/40	01-50	01-60	01-70	01-80	01-90
07-01 UNEMPLOYMENT COMP	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.1%	0.1%	0.0%
07-02 WORKERS' COMP, MED. AID & INDUST. INS.	0.3%	0.7%	0.7%	0.9%	0.7%	0.7%	0.5%	0.7%	0.0%
07-03 GRADUATE STUDENT HEALTH	0.0%	0.0%	0.0%	9.3%	0.0%	0.0%	0.0%	0.1%	8.4%
07-04 UWRP RETIREMENT	7.9%	4.0%	0.0%	0.0%	0.0%	0.0%	5.3%	0.0%	0.0%
07-05 PERS I & II	0.0%	0.0%	0.0%	0.0%	0.0%	4.5%	1.1%	1.8%	0.0%
07-07 SOCIAL SECURITY	5.3%	5.9%	5.9%	0.0%	0.0%	6.1%	6.0%	4.8%	0.0%
07-08 MEDICARE	1.4%	1.4%	1.4%	0.0%	0.0%	1.4%	1.4%	1.2%	0.0%
07-10 HEALTH CARE	6.9%	13.4%	13.5%	0.0%	14.7%	15.4%	9.8%	1.9%	0.0%
TOTAL RATE PER DOLLAR OF SALARY	<b>21.8%</b>	<b>25.3%</b>	<b>21.4%</b>	<b>10.2%</b>	<b>15.4%</b>	<b>28.4%</b>	<b>24.2%</b>	<b>10.6%</b>	<b>8.4%</b>

**FISCAL 2000**  
PAYROLL LOAD RATES AND CONVERSION TABLE

FOR THE PERIOD: 7/1/99-6/30/00

	Salary Object Codes								
	<i>Faculty</i>	<i>Auxiliary Non-Teaching</i>	<i>Medical Residents</i>	<i>Graduate Students</i>	<i>Post Doc Trainees</i>	<i>Classified</i>	<i>Professional</i>	<i>Hourly</i>	<i>Pre Doc Trainees (Stipends)</i>
	01-10	01-20	01-20E	01-30/40	01-50	01-60	01-70	01-80	01-90
07-01 UNEMPLOYMENT COMP	0.1%	0.0%	0.0%	0.0%	0.0%	0.3%	0.2%	0.1%	0.0%
07-02 WORKERS' COMP, MED. AID & INDUST. INS.	0.3%	0.5%	0.5%	0.7%	0.6%	0.6%	0.4%	0.6%	0.0%
07-03 GRADUATE STUDENT HEALTH	0.0%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	0.1%	7.5%
07-04 UWRP RETIREMENT	7.9%	3.7%	0.0%	0.0%	0.0%	0.0%	5.3%	0.0%	0.0%
07-05 PERS I & II	0.0%	0.0%	0.0%	0.0%	0.0%	4.7%	1.2%	1.8%	0.0%
07-07 SOCIAL SECURITY	5.4%	5.9%	5.9%	0.0%	0.0%	6.3%	6.2%	5.0%	0.0%
07-08 HEALTH CARE	1.5%	1.4%	1.4%	0.0%	0.0%	1.5%	1.5%	1.3%	0.0%
07-10 HEALTH CARE	6.6%	12.5%	12.9%	0.0%	14.9%	14.5%	9.4%	1.8%	0.0%
TOTAL RATE PER DOLLAR OF SALARY	<b>21.7%</b>	<b>24.0%</b>	<b>20.8%</b>	<b>9.0%</b>	<b>15.5%</b>	<b>27.9%</b>	<b>24.2%</b>	<b>10.6%</b>	<b>7.5%</b>

**FISCAL 1999**  
PAYROLL LOAD RATES AND CONVERSION TABLE

FOR THE PERIOD: 7/1/98-6/30/99

	Salary Object Codes								
	<i>Faculty</i>	<i>Auxiliary Non-Teaching</i>	<i>Medical Residents</i>	<i>Graduate Students</i>	<i>Post Doc Trainees</i>	<i>Classified</i>	<i>Professional</i>	<i>Hourly</i>	<i>Pre Doc Trainees (Stipends)</i>
	01-10	01-20	01-20E	01-30/40	01-50	01-60	01-70	01-80	01-90
07-01 UNEMPLOYMENT COMP	0.1%	0.0%	0.0%	0.0%	0.0%	0.3%	0.3%	0.1%	0.0%
07-02 WORKERS' COMP, MED. AID & INDUST. INS.	0.3%	0.6%	0.7%	0.8%	0.8%	0.7%	0.4%	0.6%	0.0%
07-03 GRADUATE STUDENT HEALTH	0.0%	0.0%	0.0%	7.1%	0.0%	0.0%	0.0%	0.1%	7.9%
07-04 UWRP RETIREMENT	7.9%	3.4%	0.0%	0.0%	0.0%	0.0%	5.1%	0.0%	0.0%
07-05 PERS I & II	0.0%	0.0%	0.0%	0.0%	0.0%	7.6%	2.2%	2.5%	0.0%
07-07 SOCIAL SECURITY	5.3%	5.8%	6.1%	0.0%	0.0%	6.2%	6.2%	4.6%	0.0%
07-08 MEDICARE	1.4%	1.4%	1.4%	0.0%	0.0%	1.5%	1.5%	1.2%	0.0%
07-10 HEALTH CARE	5.9%	11.3%	11.8%	0.0%	14.2%	12.6%	8.3%	1.6%	0.0%
TOTAL RATE PER DOLLAR OF SALARY	<b>21.0%</b>	<b>22.5%</b>	<b>20.0%</b>	<b>7.9%</b>	<b>15.0%</b>	<b>28.8%</b>	<b>24.0%</b>	<b>10.6%</b>	<b>7.9%</b>

**FISCAL 1998**  
PAYROLL LOAD RATES AND CONVERSION TABLE

FOR THE PERIOD: 7/1/97-6/30/98

	Salary Object Codes								
	<i>Faculty</i>	<i>Auxiliary Non-Teaching</i>	<i>Medical Residents</i>	<i>Graduate Students</i>	<i>Post Doc Trainees</i>	<i>Classified</i>	<i>Professional</i>	<i>Hourly</i>	<i>Pre Doc Trainees (Stipends)</i>
	01-10	01-20	01-20E	01-30/40	01-50	01-60	01-70	01-80	01-90
07-01 UNEMPLOYMENT COMP	0.1%	0.0%	0.0%	0.0%	0.0%	0.4%	0.2%	0.1%	0.0%
07-02 WORKERS' COMP, MED. AID & INDUST. INS.	0.3%	0.6%	0.7%	0.8%	0.7%	0.7%	0.4%	0.8%	0.0%
07-03 GRADUATE STUDENT HEALTH	0.0%	0.0%	0.0%	6.4%	0.0%	0.0%	0.0%	0.1%	6.5%
07-04 UWRP RETIREMENT	7.6%	2.8%	0.0%	0.0%	0.0%	0.0%	4.5%	0.0%	0.0%
07-05 PERS I & II	0.0%	0.0%	0.0%	0.0%	0.0%	7.2%	2.2%	3.0%	0.0%
07-07 SOCIAL SECURITY	5.1%	5.1%	5.7%	0.0%	0.0%	5.9%	5.6%	5.3%	0.0%
07-08 MEDICARE	1.4%	1.2%	1.3%	0.0%	0.0%	1.4%	1.3%	1.3%	0.0%
07-10 HEALTH CARE	5.6%	9.3%	10.4%	0.0%	12.5%	11.5%	7.7%	1.9%	0.0%
TOTAL RATE PER DOLLAR OF SALARY	<b>20.1%</b>	<b>18.9%</b>	<b>18.1%</b>	<b>7.2%</b>	<b>13.2%</b>	<b>27.1%</b>	<b>22.0%</b>	<b>12.5%</b>	<b>6.5%</b>

**FISCAL 1997**  
PAYROLL LOAD RATES AND CONVERSION TABLE

FOR THE PERIOD: 7/1/96-6/30/97

	Salary Object Codes								
	<i>Faculty</i>	<i>Auxiliary Non-Teaching</i>	<i>Medical Residents</i>	<i>Graduate Students</i>	<i>Post Doc Trainees</i>	<i>Classified</i>	<i>Professional</i>	<i>Hourly</i>	<i>Pre Doc Trainees (Stipends)</i>
	01-10	01-20	01-20E	01-30/40	01-50	01-60	01-70	01-80	01-90
07-01 UNEMPLOYMENT COMP	0.1%	0.0%	0.0%	0.0%	0.0%	0.3%	0.4%	0.1%	0.0%
07-02 WORKERS' COMP, MED. AID & INDUST. INS.	0.2%	0.4%	0.5%	0.7%	0.6%	0.5%	0.3%	0.4%	0.0%
07-03 GRADUATE STUDENT HEALTH	0.0%	0.0%	0.0%	6.4%	0.0%	0.0%	0.0%	0.2%	7.7%
07-04 UWRP RETIREMENT	7.9%	4.0%	0.0%	0.0%	0.0%	0.0%	5.1%	0.0%	0.0%
07-05 PERS I & II	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%	1.8%	3.2%	0.0%
07-07 SOCIAL SECURITY	5.2%	5.9%	6.1%	0.0%	0.0%	6.2%	5.9%	5.1%	0.0%
07-08 MEDICARE	1.4%	1.4%	1.4%	0.0%	0.0%	1.5%	1.4%	1.1%	0.0%
07-10 HEALTH CARE	5.5%	10.5%	11.5%	0.0%	13.4%	11.8%	8.1%	1.2%	0.0%
TOTAL RATE PER DOLLAR OF SALARY	<b>20.4%</b>	<b>22.2%</b>	<b>19.4%</b>	<b>7.1%</b>	<b>14.0%</b>	<b>27.9%</b>	<b>23.1%</b>	<b>11.3%</b>	<b>7.7%</b>

**FISCAL 1996**  
PAYROLL LOAD RATES AND CONVERSION TABLE

FOR THE PERIOD: 7/1/95-6/30/96

	Salary Object Codes								
	<i>Faculty</i>	<i>Auxiliary Non-Teaching</i>	<i>Medical Residents</i>	<i>Graduate Students</i>	<i>Post Doc Trainees</i>	<i>Classified</i>	<i>Professional</i>	<i>Hourly</i>	<i>Pre Doc Trainees (Stipends)</i>
	01-10	01-20	01-20E	01-30/40	01-50	01-60	01-70	01-80	01-90
07-01 UNEMPLOYMENT COMP	0.1%	0.0%	0.0%	0.0%	0.0%	0.6%	0.3%	0.2%	0.0%
07-02 WORKERS' COMP, MED. AID & INDUST. INS.	0.3%	0.6%	0.6%	0.8%	0.6%	0.6%	0.4%	0.7%	0.0%
07-03 GRADUATE STUDENT HEALTH	0.0%	0.0%	0.0%	6.4%	0.0%	0.0%	0.0%	0.0%	7.7%
07-04 UWRP RETIREMENT	7.9%	3.1%	0.0%	0.0%	0.0%	0.0%	4.4%	0.0%	0.0%
07-05 PERS I & II	0.0%	0.0%	0.0%	0.0%	0.0%	7.5%	2.7%	2.3%	0.0%
07-07 SOCIAL SECURITY	5.2%	5.8%	5.7%	0.0%	0.0%	6.2%	6.0%	4.7%	0.0%
07-08 MEDICARE	1.4%	1.4%	1.3%	0.0%	0.0%	1.5%	1.5%	1.1%	0.0%
07-10 HEALTH CARE	6.5%	14.3%	11.5%	0.0%	12.9%	12.9%	9.0%	0.7%	0.0%
TOTAL RATE PER DOLLAR OF SALARY	<b>21.5%</b>	<b>25.0%</b>	<b>19.2%</b>	<b>7.2%</b>	<b>13.5%</b>	<b>29.2%</b>	<b>24.2%</b>	<b>9.5%</b>	<b>7.7%</b>