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University of California

Governmental Accounting Standards Board (GASB) Statement No. 16, *Accounting for Compensated Absences*.

Issues Resolution Memo No. 16-2

(Revised: March 24, 2009)

Determining the Appropriate Accrual Rate for Additional “Salary-Related” Payments Associated with the Payment of Compensated Absences

Background

GASB Statement No. 16 provides guidance for the measurement of accrued compensated absences liabilities by the University. Compensated absences are absences for which employees will be paid and potentially could include payments for vacation, sick leave and sabbatical leave (see IRM 16-1).

GASB Statement No. 16 also requires additional amounts to be accrued for certain salary-related payments associated with the payment of compensated absences.

Define Issues

The University has properly accrued for vacation leave, sick leave and other compensated absences in accordance with the Statement. **The University must also accrue** for certain salary-related payments associated with the payment of compensated absences.

The University must develop a methodology for developing an effective accrual rate for the additional salary-related payments associated with the compensated absences liability accrued at the end of each year.

Authoritative Guidance

Paragraph 11 in GASB Statement No. 16 states:

“An additional amount should be accrued as a liability for salary-related payments associated with the payment of compensated absences, using the rates in effect at the balance sheet date. The salary-related payments subject to this accrual are those items for which an employer is liable to make a payment directly and incrementally associated with payments made for compensated absences on termination. Such salary-related payments include the employer's share of social security and Medicare taxes and also might include, for example, the employer's contributions to pension plans. The accrual should be made based on the entire liability for each type of compensated absence to which the salary-related payments apply. (That is, payments directly and incrementally associated with the payment of sick leave termination payments should be accrued for the entire sick leave liability; salary-related payments associated with termination payments of vacation leave should be accrued for the entire vacation leave liability, including leave that might be taken as paid time off rather than paid as termination payments.)”

Footnote 7 in GASB Statement No. 16 states:

“An accrual for the required contribution to a defined contribution or a cost-sharing multiple-employer defined benefit pension plan should be made if the employer is liable for a contribution to the plan based on termination payments made to employees for vacation leave, sick leave, or other compensated absences. An additional accrual should not be made relating to single-employer or agent multiple-employer.”

Paragraph 47, 48 and 49 in the Basis for Conclusions indicates the following:

An additional amount to be accrued for salary-related payments directly and incrementally associated with the payment of compensated absences. The Board believes the University's liability for these payments arises at the same time that the employee earns the right to the associated compensated absence. To clarify the additional accrual standard, the payments subject to this accrual are only those items for which an employer is liable to make a payment directly and incrementally associated with payments made for compensated absences on termination. Even though the benchmark for making an additional accrual for salary-related payments is those items that attach to termination payments, the accrual for those items should be made for all related leave, including the amount of vacation leave and other compensated absences with similar characteristics that is expected to be used as paid time off. The Board believes that this standard is cost-beneficial to implement.

The additional accrual for salary-related payments should include the employer's share of social security and medicare taxes because all salary payments (within the applicable wage bases for the taxes) are subject to those taxes. Some governments also may need to accrue amounts for the employer's

contribution to defined contribution or cost-sharing multiple-employer defined benefit pension plans, using the criteria provided in footnote 7 to paragraph 11. Contributions to single-employer and agent multiple-employer defined benefit plans would not meet the criterion of "direct and incremental salary-related payments" and thus should not be accrued under this standard. (The language of the footnote was revised from the ED to clarify the guidance.) Preparers should consider whether other fringe benefits also meet the criterion for an additional accrual.

The additional accrual is required for contributions to defined contribution and cost-sharing multiple-employer defined benefit pension plans when termination payments for compensated absences are part of covered payroll, that is, when those amounts are included in the salary base on which contributions are made to the plan. When this condition is met, the fact that an employer makes a payment to the plan based on termination payments for the compensated absences means, for the purposes of this Statement, that the pension payment is directly and incrementally related to the payment of salaries at termination. Contributions to single-employer and agent multiple-employer defined benefit plans do not meet the criterion of direct and incremental salary-related payments. In practice, actuaries consider the fact that employees may receive service or pay credit from the pension plan for termination payments for compensated absences in establishing contribution requirements throughout the employees' service.

Discussion and Recommended Approach

The University must accrue the employer's share of social security and Medicare taxes associated with each type of compensated absence liability.

The attached analysis considers the overall population of University employees in terms of whether they are subject to both OASDI and Medicare taxes, subject to Medicare taxes only, or not subject to either OASDI or Medicare taxes, and further incorporates an approach that determines whether income limits for OASDI taxes have been exceeded.

For the campuses and medical centers, the appropriate rates to include as part of the compensated absence liability are as follows:

Employer's share of OASDI taxes

Employer's share of Medicare taxes

These rates should be reviewed on an annual or bi-annual basis.

Employer's share of OASDI taxes

The University will establish an accrual percentage for the employer OASDI portion of the compensated absence liability based upon when the liability will ultimately be paid, not on the basis of the liability being paid on July 1. For example, vacation accrued at June 30 would not be paid on July 1, rather it would generally be paid over the following months. This approach

requires the University to establish an effective rate based upon the typical number of weeks an individual has accrued at June 30, taken on a FIFO basis over the succeeding months, considering the further into the calendar year the vacation is taken, the more likely it will be that certain individuals will have exceeded the wage base limit resulting in no accrual. Therefore, in addition to the fact that certain University employees are not subject to OASDI, the effective OASDI rate used for purposes of applying to the compensated absence liability will be less than the full rate.

The effective OASDI rate should be used at each campus to apply against the total compensated absence liability and accrued in conjunction with recording the compensated absence liability at year end.

Employer's share of Medicare taxes

The Medicare tax rate relates to compensation without regard to limits. However, certain University employees are not subject to Medicare taxes. Therefore, based upon the attached analysis, the effective Medicare rate should be used at each campus to apply against the total compensated absence liability and accrued in conjunction with recording the compensated absence liability at year end.

Employer's share of UCRP contributions

Campuses:

For purposes of the University's consolidated financial statements that are supported by the general ledgers at each campus, the employer's share of UCRP contributions should **NOT** be included in the rates applied to the compensated absence liability.

From the perspective of the University and its consolidated financial statements, the University makes contributions to the UCRP, a single-employer defined benefit plan. As a result, the University's situation does not meet the criterion of direct and incremental salary-related payments. The University's actuary considers the fact that employees may receive service or pay credit from the pension plan for termination payments for compensated absences in establishing contribution requirements throughout the employees' service.

Medical Centers:

For purposes of the Medical Center's (or other carve out entity's) audited financial statements, the employer's share of UCRP contributions should also **NOT** be included in the rates applied to the compensated absence liability.

The medical centers' and other carve out entity's financial statements are prepared on the basis that they are cost sharing employers making contributions to a cost sharing defined contribution plan. The requirements for single employers articulated in GASB 27 are NOT pushed down to the medical center's or other carve out entity's statements and actuaries do not include it in the calculation of an annual pension contribution (APC) as they do for the University's consolidated financial statements. However, the medical centers and other carve out entities must not include a component for the employer's share of the UCRP contribution in their separately audited financial statements because *termination payments for compensated absences are not part of*

covered payroll for UCRP contribution purposes, that is, those amounts are not included in the salary base on which contributions are made to the plan.

Employer’s share of Retiree Health contributions

Campuses:

For purposes of the University’s consolidated financial statements that are supported by the general ledgers at each campus, the employer’s share of retiree health contributions should **NOT** be included in the rates applied to the compensated absence liability. The reasoning is the same as outlined above for UCRP contributions.

Medical Centers:

For purposes of the Medical Center’s (or other carve out entity’s) audited financial statements, the employer’s share of retiree health contributions should also **NOT** be included in the rates applied to the compensated absence liability. The reasoning is also the same as outlined above for UCRP contributions.

New object codes

The following object codes will be used to record expenses for additional salary-related payments in the same account/fund as the related compensated salary accrual:

Object code 8880 – Accrued Benefits-Compensated Absences-Other

Next Steps—Required Actions

Responsibility	Required Completion Date	Action Item/Task
OP/Campuses	Ongoing	Include the additional accrual as part of the compensated absence liability at year end.

GASB Statement No. 16: Effective OASDI and Medicare Rate Analysis

Source of Data: Corporate Personnel System

Exclusions: Non vacation accruing academic appointees and student employees.

Assumptions: It was estimated that the average employee takes 1 week vacation in July, 1 week in August, 0.5 weeks in November, and 1.75 weeks in December.

Note: 1 Week = 5 Days = 40 Hours

Vacation Wages Subject to Both OASDI and Medicare

Location	July**	August**	November**	Termination Pay*	December**	Totals
Irvine	11,618,730	11,366,708	6,792,477		16,460,332	46,238,247
Los Angeles	30,877,157	31,314,869	19,251,007		42,803,962	124,246,995
San Francisco	26,892,122	27,944,431	16,495,070		36,615,067	107,946,690
San Diego	18,046,954	17,747,938	10,520,929		26,593,840	72,909,660
Berkeley	10,432,224	10,486,027	5,251,682		17,445,099	43,615,032
Santa Cruz	3,332,324	3,430,401	1,699,155		5,689,270	14,151,151
Santa Barbara	3,180,012	3,241,383	1,608,731		5,438,444	13,468,570
Riverside	2,978,313	2,972,327	1,481,424		5,009,722	12,441,786
Davis	22,051,413	22,369,939	13,374,713		30,478,903	88,274,968
Merced	694,941	617,929	335,271		1,134,509	2,782,650
	130,104,190	131,491,953	76,810,459	32,250,688	187,669,148	526,075,750
OASDI Tax:	6,889,927	6,677,832	3,381,405	1,419,763	11,616,980	29,985,906
Medicare Tax:	1,886,511	1,906,633	1,113,752	467,635	2,721,203	8,095,733

Vacation Wages Subject to Medicare Only

Location	July**	August**	November**	Termination Pay*	December**	Totals
Irvine	221,780	297,768	143,216		230,164	892,928
Los Angeles	598,613	792,191	424,375		733,398	2,548,577
San Francisco	642,233	997,837	293,185		835,752	2,769,008
San Diego	1,066,060	1,060,158	469,279		1,166,556	3,762,053
Berkeley	416,070	466,358	143,655		468,688	1,494,771
Santa Cruz	84,746	98,151	41,109		151,464	375,470
Santa Barbara	97,746	156,100	61,037		155,124	470,007
Riverside	67,999	56,368	35,043		114,866	274,275
Davis	465,575	539,222	247,855		709,668	1,962,320
Merced	13,531	26,549	7,403		30,578	78,061
	3,674,353	4,490,703	1,866,157	783,550	4,596,258	14,627,470
Medicare Tax:	53,278	65,115	27,059	11,361	66,646	223,460

Vacation Wages Not Subject to OASDI or Medicare

Location	July**	August**	November**	Termination Pay*	December**	Totals
Irvine	244,160	238,164	131,314		352,065	965,704
Los Angeles	844,002	828,282	462,061		1,266,765	3,401,110
San Francisco	503,384	523,785	281,111		775,056	2,083,336
San Diego	453,575	434,117	232,709		702,401	1,822,802
Berkeley	379,641	373,030	259,546		611,274	1,623,491
Santa Cruz	125,612	110,613	49,875		168,631	454,731
Santa Barbara	120,713	123,423	57,856		185,904	487,896
Riverside	90,732	86,671	42,813		140,811	361,026
Davis	664,575	650,676	353,329		959,769	2,628,349
Merced	5,862	6,090	2,931		9,563	24,445
	3,432,255	3,374,851	1,873,545	786,652	5,172,240	13,852,890

Totals	July**	August**	November**	Termination Pay*	December**	Totals
Vacation Eligible Gross:	137,210,797	139,357,506	80,550,160	33,820,890	197,437,646	588,377,000
OASDI Tax:	6,889,927	6,677,832	3,381,405	1,419,763	11,616,980	29,985,906
Medicare Tax:	1,939,789	1,971,749	1,140,811	478,996	2,787,848	8,319,193
Total Tax:						38,305,100
Medicare Tax Rate						0.0141
OASDI Tax Rate						0.0510

Total Wages (07/07 - 06/08) Per Corporate Personnel System: 9,305,654,410
 Difference (Minor): (53,409,590)
 Total Wages Per 06/30/08 Financial Statement: 9,359,064,000

Total Wages Eligible for Vacation (Corporate Personnel System): 7,198,049,066
 Total Vacation Liability: 588,377,000
 Average Weekly Payroll: 138,424,020
 Average Number of Vacation Weeks Needed to Exhaust Liability: 4.25

*Applied November OASDI and Medicare Rates.

**Includes all earnings paid for the month. Generally, for monthly-paid employees, earnings are paid on the first business day of the following month in which they were earned. For more information on the University's pay dates, please see the Accounting Manual, Section P-196-16.5.

UC Irvine - Worksheet

Gross Wages Subject to Both OASDI and Medicare

	July	August	September	October	November	December
Total Gross:	50,541,475.98	49,445,180.53	53,089,219.18	50,769,814.45	59,094,552.89	40,915,681.49
Total Employees:	8864	8,848	8,860	8,893	8,956	8990
Average Monthly Salary:	5,701.88	5,588.29	5,992.01	5,708.96	6,598.32	4,551.24
Average Hourly Rate:	32.77	32.12	34.44	32.81	37.92	26.16
Average Vacation Cost:	11,618,730.11	11,366,708.17	0.00	0.00	6,792,477.34	16,460,331.63
Medicare Tax:	168,471.59	164,817.27	0.00	0.00	98,490.92	238,674.81
OASDI Eligible Gross:	42,304,453.10	40,268,402.30	41,908,369.04	38,113,163.13	44,563,136.04	40,915,681.49
Total Employees:	8540	8,420	8,337	8,243	8,147	8990
Average Monthly Salary:	4,953.68	4,782.47	5,026.79	4,623.70	5,469.88	4,551.24
Average Hourly Rate:	28.47	27.49	28.89	26.57	31.44	26.16
Average Vacation Cost:	9,725,161.63	9,257,103.98	0.00	0.00	5,122,199.54	16,460,331.63
OASDI Tax:	602,960.02	573,940.45	0.00	0.00	317,576.37	1,020,540.56

Gross Wages Subject to Medicare Only

	July	August	September	October	November	December
Total Gross:	964,742.20	1,295,292.46	961,586.96	1,253,030.49	1,245,975.43	572,122.05
Total Employees:	227	231	231	240	248	227
Average Monthly Salary:	4,249.97	5,607.33	4,162.71	5,220.96	5,024.09	2,520.36
Average Hourly Rate:	24.43	32.23	23.92	30.01	28.87	14.48
Average Vacation Cost:	221,779.82	297,768.38	0.00	0.00	143,215.57	230,164.04
Medicare Tax:	3,215.81	4,317.64	0.00	0.00	2,076.63	3,337.38

Gross Wages Not Subject to FICA

	July	August	September	October	November	December
Total Gross:	1,062,095.65	1,036,013.83	1,127,728.91	1,166,778.10	1,142,435.42	875,134.20
Total Employees:	157	162	165	164	160	156
Average Monthly Salary:	6,764.94	6,395.15	6,834.72	7,114.50	7,140.22	5,609.83
Average Hourly Rate:	38.88	36.75	39.28	40.89	41.04	32.24
Average Vacation Cost:	244,159.92	238,164.10	0.00	0.00	131,314.42	352,065.48

Total Gross: Sum of gross wages at the end of the month (determined by FICA eligibility code).

OASDI Eligible Gross: Sum of gross wages at the end of the month not exceeding the OASDI wage base.

Total Employees: Total count of employees used in the calculation of the total gross.

Average Monthly: (Total Gross / Total Employees)

Average Hourly: (Average Monthly Salary) X (12) / (2088).

Average Vacation Used: (Average Hourly Rate) X (*average vacation hours used per month) X (Total Employees).

Medicare Tax: (Average Vacation Cost) X (0.0145).

OASDI Tax: (Average Vacation Cost) X (0.062).

*The average number of vacation hours used per month, per employee, was calculated to be 40 hours in July, 40 hours in August, 20 hours in November, and 70 hours in December. This figure was derived from the assumption that an employee takes 1 week vacation in July, 1 week in August, .5 weeks in November, and 1.75 weeks in December.

UC Los Angeles - Worksheet

Gross Wages Subject to Both OASDI and Medicare

	July	August	September	October	November	December
Total Gross:	134,315,632.15	136,219,678.71	145,773,852.63	134,179,111.08	167,483,761.64	106,398,420.55
Total Employees:	22,809	22,854	22,961	23,017	23,082	23,028
Average Monthly Salary:	5,888.71	5,960.43	6,348.76	5,829.57	7,256.03	4,620.39
Average Hourly Rate:	33.84	34.26	36.49	33.50	41.70	26.55
Average Vacation Cost:	30,877,156.82	31,314,868.67	0.00	0.00	19,251,007.09	42,803,962.29
Medicare Tax:	447,718.77	454,065.60	0.00	0.00	279,139.60	620,657.45
OASDI Eligible Gross:	112,807,903.21	107,938,570.08	108,058,785.38	100,164,588.75	116,553,060.71	106,186,420.55
Total Employees:	21,952	21,568	21,404	21,021	20,652	23,028
Average Monthly Salary:	5,138.84	5,004.57	5,048.53	4,764.98	5,643.67	4,611.19
Average Hourly Rate:	29.53	28.76	29.01	27.38	32.43	26.50
Average Vacation Cost:	25,932,851.31	24,813,464.39	0.00	0.00	13,396,903.53	42,718,674.93
OASDI Tax:	1,607,836.78	1,538,434.79	0.00	0.00	830,608.02	2,648,557.85

Gross Wages Subject to Medicare Only

	July	August	September	October	November	December
Total Gross:	2,603,967.00	3,446,031.91	2,971,513.65	3,483,031.00	3,692,058.42	1,823,017.19
Total Employees:	583	598	593	593	599	580
Average Monthly Salary:	4,466.50	5,762.60	5,010.98	5,873.58	6,163.70	3,143.13
Average Hourly Rate:	25.67	33.12	28.80	33.76	35.42	18.06
Average Vacation Cost:	598,613.10	792,191.24	0.00	0.00	424,374.53	733,397.72
Medicare Tax:	8,679.89	11,486.77	0.00	0.00	6,153.43	10,634.27

Gross Wages Not Subject to FICA

	July	August	September	October	November	December
Total Gross:	3,671,407.57	3,603,026.56	3,708,994.79	3,556,666.04	4,019,932.66	3,148,816.64
Total Employees:	442	440	445	448	448	421
Average Monthly Salary:	8,306.35	8,188.70	8,334.82	7,938.99	8,973.06	7,479.37
Average Hourly Rate:	47.74	47.06	47.90	45.63	51.57	42.98
Average Vacation Cost:	844,001.74	828,281.97	0.00	0.00	462,061.23	1,266,765.31

- Total Gross:** Sum of gross wages at the end of the month (determined by FICA eligibility code).
- OASDI Eligible Gross:** Sum of gross wages at the end of the month not exceeding the OASDI wage base.
- Total Employees:** Total count of employees used in the calculation of the total gross.
- Average Monthly:** (Total Gross / Total Employees)
- Average Hourly:** (Average Monthly Salary) X (12) / (2088).
- Average Vacation Used:** (Average Hourly Rate) X (*average vacation hours used per month) X (Total Employees).
- Medicare Tax:** (Average Vacation Cost) X (0.0145).
- OASDI Tax:** (Average Vacation Cost) X (0.062).

*The average number of vacation hours used per month, per employee, was calculated to be 40 hours in July, 40 hours in August, 20 hours in November, and 70 hours in December. This figure was derived from the assumption that an employee takes 1 week vacation in July, 1 week in August, .5 weeks in November, and 1.75 weeks in December.

UC San Francisco - Worksheet

Gross Wages Subject to Both OASDI and Medicare

	July	August	September	October	November	December
Total Gross:	116,980,729.24	121,558,276.79	122,503,032.76	119,833,351.58	143,507,106.80	91,014,596.34
Total Employees:	16,182	16,158	16,247	16,225	16,308	16,333
Average Monthly Salary:	7,229.06	7,523.10	7,540.04	7,385.72	8,799.80	5,572.44
Average Hourly Rate:	41.55	43.24	43.33	42.45	50.57	32.03
Average Vacation Cost:	26,892,121.66	27,944,431.45	0.00	0.00	16,495,069.75	36,615,067.49
Medicare Tax:	389,935.76	405,194.26	0.00	0.00	239,178.51	530,918.48
OASDI Eligible Gross:	93,849,732.44	91,694,433.82	86,699,578.49	76,569,303.25	83,867,163.90	90,802,596.34
Total Employees:	15,207	14,847	14,576	13,938	13,299	16,333
Average Monthly Salary:	6,171.48	6,175.96	5,948.11	5,493.56	6,306.28	5,559.46
Average Hourly Rate:	35.47	35.49	34.18	31.57	36.24	31.95
Average Vacation Cost:	21,574,651.14	21,079,180.19	0.00	0.00	9,639,903.90	36,529,780.14
OASDI Tax:	1,337,628.37	1,306,909.17	0.00	0.00	597,674.04	2,264,846.37

Gross Wages Subject to Medicare Only

	July	August	September	October	November	December
Total Gross:	2,793,713.82	4,340,592.98	2,755,193.38	3,105,584.56	2,550,713.08	2,077,440.23
Total Employees:	588	609	583	579	551	532
Average Monthly Salary:	4,751.21	7,127.41	4,725.89	5,363.70	4,629.24	3,904.96
Average Hourly Rate:	27.31	40.96	27.16	30.83	26.60	22.44
Average Vacation Cost:	642,233.06	997,837.47	0.00	0.00	293,185.41	835,751.82
Medicare Tax:	9,312.38	14,468.64	0.00	0.00	4,251.19	12,118.40

Gross Wages Not Subject to FICA

	July	August	September	October	November	December
Total Gross:	2,189,718.50	2,278,463.82	2,313,787.33	2,287,618.69	2,445,669.21	1,926,568.78
Total Employees:	226	227	228	227	228	216
Average Monthly Salary:	9,689.02	10,037.29	10,148.19	10,077.62	10,726.62	8,919.30
Average Hourly Rate:	55.68	57.69	58.32	57.92	61.65	51.26
Average Vacation Cost:	503,383.56	523,784.79	0.00	0.00	281,111.40	775,056.41

Total Gross: Sum of gross wages at the end of the month (determined by FICA eligibility code).

OASDI Eligible Gross: Sum of gross wages at the end of the month not exceeding the OASDI wage base.

Total Employees: Total count of employees used in the calculation of the total gross.

Average Monthly: (Total Gross / Total Employees)

Average Hourly: (Average Monthly Salary) X (12) / (2088).

Average Vacation Used: (Average Hourly Rate) X (*average vacation hours used per month) X (Total Employees).

Medicare Tax: (Average Vacation Cost) X (0.0145).

OASDI Tax: (Average Vacation Cost) X (0.062).

*The average number of vacation hours used per month, per employee, was calculated to be 40 hours in July, 40 hours in August, 20 hours in November, and 70 hours in December. This figure was derived from the assumption that an employee takes 1 week vacation in July, 1 week in August, .5 weeks in November, and 1.75 weeks in December.

UC San Diego - Worksheet

Gross Wages Subject to Both OASDI and Medicare

	July	August	September	October	November	December
Total Gross:	78,504,249.52	77,203,530.52	83,510,684.64	79,705,347.95	91,532,078.79	66,104,687.34
Total Employees:	13,790	13,816	13,954	13,971	14,003	13,974
Average Monthly Salary:	5,692.84	5,587.98	5,984.71	5,705.06	6,536.60	4,730.55
Average Hourly Rate:	32.72	32.11	34.39	32.79	37.57	27.19
Average Vacation Cost:	18,046,953.91	17,747,938.05	0.00	0.00	10,520,928.60	26,593,839.73
Medicare Tax:	261,680.83	257,345.10	0.00	0.00	152,553.46	385,610.68
OASDI Eligible Gross:	66,067,492.50	63,122,264.78	66,597,549.09	59,773,407.20	67,272,620.57	65,998,687.34
Total Employees:	13,298	13,129	13,134	12,869	12,654	13,974
Average Monthly Salary:	4,968.23	4,807.85	5,070.62	4,644.76	5,316.31	4,722.96
Average Hourly Rate:	28.55	27.63	29.14	26.69	30.55	27.14
Average Vacation Cost:	15,187,929.31	14,510,865.47	0.00	0.00	7,732,485.12	26,551,196.06
OASDI Tax:	941,651.62	899,673.66	0.00	0.00	479,414.08	1,646,174.16

Gross Wages Subject to Medicare Only

	July	August	September	October	November	December
Total Gross:	4,637,359.01	4,611,688.47	4,254,075.54	4,717,944.57	4,082,724.20	2,899,725.17
Total Employees:	949	958	959	966	933	879
Average Monthly Salary:	4,886.57	4,813.87	4,435.95	4,884.00	4,375.91	3,298.89
Average Hourly Rate:	28.08	27.67	25.49	28.07	25.15	18.96
Average Vacation Cost:	1,066,059.54	1,060,158.27	0.00	0.00	469,278.64	1,166,556.10
Medicare Tax:	15,457.86	15,372.29	0.00	0.00	6,804.54	16,915.06

Gross Wages Not Subject to FICA

	July	August	September	October	November	December
Total Gross:	1,973,051.71	1,888,408.11	1,937,185.67	1,886,176.32	2,024,565.90	1,745,969.34
Total Employees:	251	249	250	248	246	247
Average Monthly Salary:	7,860.76	7,583.97	7,748.74	7,605.55	8,229.94	7,068.70
Average Hourly Rate:	45.18	43.59	44.53	43.71	47.30	40.62
Average Vacation Cost:	453,575.11	434,116.81	0.00	0.00	232,708.72	702,401.46

- Total Gross:** Sum of gross wages at the end of the month (determined by FICA eligibility code).
- OASDI Eligible Gross:** Sum of gross wages at the end of the month not exceeding the OASDI wage base.
- Total Employees:** Total count of employees used in the calculation of the total gross.
- Average Monthly:** (Total Gross / Total Employees)
- Average Hourly:** (Average Monthly Salary) X (12) / (2088).
- Average Vacation Used:** (Average Hourly Rate) X (*average vacation hours used per month) X (Total Employees).
- Medicare Tax:** (Average Vacation Cost) X (0.0145).
- OASDI Tax:** (Average Vacation Cost) X (0.062).

*The average number of vacation hours used per month, per employee, was calculated to be 40 hours in July, 40 hours in August, 20 hours in November, and 70 hours in December. This figure was derived from the assumption that an employee takes 1 week vacation in July, 1 week in August, .5 weeks in November, and 1.75 weeks in December.

UC Berkeley - Worksheet

Gross Wages Subject to Both OASDI and Medicare

	July	August	September	October	November	December
Total Gross:	45,380,175.75	45,614,216.85	45,456,572.92	46,428,204.02	45,689,635.90	43,363,531.23
Total Employees:	8,451	8,511	8,539	8,567	8,603	8,623
Average Monthly Salary:	5,369.80	5,359.44	5,323.41	5,419.42	5,310.90	5,028.82
Average Hourly Rate:	30.86	30.80	30.59	31.15	30.52	28.90
Average Vacation Cost:	10,432,224.31	10,486,026.86	0.00	0.00	5,251,682.29	17,445,098.77
Medicare Tax:	151,267.25	152,047.39	0.00	0.00	76,149.39	252,953.93
OASDI Eligible Gross:	43,059,284.00	42,494,780.84	41,488,305.78	40,659,687.62	38,704,879.01	43,257,531.23
Total Employees:	8,373	8,351	8,292	8,228	8,113	8,623
Average Monthly Salary:	5,142.64	5,088.59	5,003.41	4,941.62	4,770.72	5,016.53
Average Hourly Rate:	29.56	29.24	28.76	28.40	27.42	28.83
Average Vacation Cost:	9,898,685.98	9,768,915.14	0.00	0.00	4,448,836.67	17,402,455.09
OASDI Tax:	613,718.53	605,672.74	0.00	0.00	275,827.87	1,078,952.22

Gross Wages Subject to Medicare Only

	July	August	September	October	November	December
Total Gross:	1,809,905.80	2,028,659.15	1,937,912.04	1,711,158.78	1,249,796.45	1,165,024.19
Total Employees:	358	355	365	374	380	364
Average Monthly Salary:	5,055.60	5,714.53	5,309.35	4,575.29	3,288.94	3,200.62
Average Hourly Rate:	29.06	32.84	30.51	26.29	18.90	18.39
Average Vacation Cost:	416,070.30	466,358.43	0.00	0.00	143,654.76	468,687.89
Medicare Tax:	6,033.02	6,762.20	0.00	0.00	2,082.99	6,795.97

Gross Wages Not Subject to FICA

	July	August	September	October	November	December
Total Gross:	1,651,440.09	1,622,680.26	1,689,697.18	1,554,919.97	1,612,893.32	1,519,451.80
Total Employees:	235	242	245	232	231	225
Average Monthly Salary:	7,027.40	6,705.29	6,896.72	6,702.24	6,982.22	6,753.12
Average Hourly Rate:	40.39	38.54	39.64	38.52	40.13	38.81
Average Vacation Cost:	379,641.40	373,029.94	0.00	0.00	185,390.04	611,273.71

- Total Gross:** Sum of gross wages at the end of the month (determined by FICA eligibility code).
- OASDI Eligible Gross:** Sum of gross wages at the end of the month not exceeding the OASDI wage base.
- Total Employees:** Total count of employees used in the calculation of the total gross.
- Average Monthly:** (Total Gross / Total Employees)
- Average Hourly:** (Average Monthly Salary) X (12) / (2088).
- Average Vacation Used:** (Average Hourly Rate) X (*average vacation hours used per month) X (Total Employees).
- Medicare Tax:** (Average Vacation Cost) X (0.0145).
- OASDI Tax:** (Average Vacation Cost) X (0.062).

*The average number of vacation hours used per month, per employee, was calculated to be 40 hours in July, 40 hours in August, 20 hours in November, and 70 hours in December. This figure was derived from the assumption that an employee takes 1 week vacation in July, 1 week in August, .5 weeks in November, and 1.75 weeks in December.

UC Santa Cruz - Worksheet

Gross Wages Subject to Both OASDI and Medicare

	July	August	September	October	November	December
Total Gross:	14,495,610.99	14,922,245.18	16,132,444.61	14,966,807.36	14,782,649.51	14,141,899.60
Total Employees:	2,928	2,926	3,009	3,039	3,052	3,048
Average Monthly Salary:	4,950.69	5,099.88	5,361.40	4,924.91	4,843.59	4,639.73
Average Hourly Rate:	28.45	29.31	30.81	28.30	27.84	26.67
Average Vacation Cost:	3,332,324.37	3,430,401.19	0.00	0.00	1,699,155.12	5,689,269.95
Medicare Tax:	48,318.70	49,740.82	0.00	0.00	24,637.75	82,494.41
OASDI Eligible Gross:	13,990,534.84	14,117,694.63	15,088,348.79	13,473,379.92	12,666,455.59	14,141,899.60
Total Employees:	2,907	2,876	2,932	2,936	2,897	3,048
Average Monthly Salary:	4,812.71	4,908.80	5,146.09	4,589.03	4,372.27	4,639.73
Average Hourly Rate:	27.66	28.21	29.58	26.37	25.13	26.67
Average Vacation Cost:	3,216,214.91	3,245,447.04	0.00	0.00	1,455,914.44	5,689,269.95
OASDI Tax:	199,405.32	201,217.72	0.00	0.00	90,266.70	352,734.74

Gross Wages Subject to Medicare Only

	July	August	September	October	November	December
Total Gross:	368,644.07	426,955.99	415,462.60	419,360.56	357,651.18	376,497.11
Total Employees:	59	61	62	66	64	64
Average Monthly Salary:	6,248.20	6,999.28	6,701.01	6,353.95	5,588.30	5,882.77
Average Hourly Rate:	35.91	40.23	38.51	36.52	32.12	33.81
Average Vacation Cost:	84,745.76	98,150.80	0.00	0.00	41,109.33	151,464.35
Medicare Tax:	1,228.81	1,423.19	0.00	0.00	596.09	2,196.23

Gross Wages Not Subject to FICA

	July	August	September	October	November	December
Total Gross:	546,411.63	481,165.38	429,429.63	426,708.81	433,912.87	419,169.14
Total Employees:	55	54	53	54	55	52
Average Monthly Salary:	9,934.76	8,910.47	8,102.45	7,902.02	7,889.32	8,060.95
Average Hourly Rate:	57.10	51.21	46.57	45.41	45.34	46.33
Average Vacation Cost:	125,611.87	110,612.73	0.00	0.00	49,875.04	168,631.26

Total Gross: Sum of gross wages at the end of the month (determined by FICA eligibility code).

OASDI Eligible Gross: Sum of gross wages at the end of the month not exceeding the OASDI wage base.

Total Employees: Total count of employees used in the calculation of the total gross.

Average Monthly: (Total Gross / Total Employees)

Average Hourly: (Average Monthly Salary) X (12) / (2088).

Average Vacation Used: (Average Hourly Rate) X (*average vacation hours used per month) X (Total Employees).

Medicare Tax: (Average Vacation Cost) X (0.0145).

OASDI Tax: (Average Vacation Cost) X (0.062).

*The average number of vacation hours used per month, per employee, was calculated to be 40 hours in July, 40 hours in August, 20 hours in November, and 70 hours in December. This figure was derived from the assumption that an employee takes 1 week vacation in July, 1 week in August, .5 weeks in November, and 1.75 weeks in December.

UC Santa Barbara - Worksheet

Gross Wages Subject to Both OASDI and Medicare

	July	August	September	October	November	December
Total Gross:	13,833,052.75	14,100,015.47	14,251,062.59	14,187,208.98	13,995,959.08	13,518,417.06
Total Employees:	2,987	2,981	3,009	3,005	3,011	3,019
Average Monthly Salary:	4,631.09	4,729.96	4,736.15	4,721.20	4,648.28	4,477.78
Average Hourly Rate:	26.62	27.18	27.22	27.13	26.71	25.73
Average Vacation Cost:	3,180,012.13	3,241,382.87	0.00	0.00	1,608,730.93	5,438,443.64
Medicare Tax:	46,110.18	47,000.05	0.00	0.00	23,326.60	78,857.43
OASDI Eligible Gross:	13,414,203.90	13,427,897.82	13,399,740.98	13,029,730.27	12,499,850.37	13,518,417.06
Total Employees:	2,970	2,943	2,937	2,932	2,902	3,019
Average Monthly Salary:	4,516.57	4,562.66	4,562.39	4,443.97	4,307.32	4,477.78
Average Hourly Rate:	25.96	26.22	26.22	25.54	24.75	25.73
Average Vacation Cost:	3,083,725.03	3,086,873.06	0.00	0.00	1,436,764.41	5,438,443.64
OASDI Tax:	191,190.95	191,386.13	0.00	0.00	89,079.39	337,183.51

Gross Wages Subject to Medicare Only

	July	August	September	October	November	December
Total Gross:	425,193.31	679,035.72	428,748.78	481,301.99	531,025.82	385,594.22
Total Employees:	87	105	93	93	102	99
Average Monthly Salary:	4,887.28	6,467.01	4,610.20	5,175.29	5,206.14	3,894.89
Average Hourly Rate:	28.09	37.17	26.50	29.74	29.92	22.38
Average Vacation Cost:	97,745.59	156,100.17	0.00	0.00	61,037.45	155,124.11
Medicare Tax:	1,417.31	2,263.45	0.00	0.00	885.04	2,249.30

Gross Wages Not Subject to FICA

	July	August	September	October	November	December
Total Gross:	525,102.59	536,890.36	528,037.61	549,275.69	503,345.27	462,103.12
Total Employees:	97	95	93	96	94	86
Average Monthly Salary:	5,413.43	5,651.48	5,677.82	5,721.62	5,354.74	5,373.29
Average Hourly Rate:	31.11	32.48	32.63	32.88	30.77	30.88
Average Vacation Cost:	120,713.24	123,423.07	0.00	0.00	57,855.78	185,903.55

- Total Gross:** Sum of gross wages at the end of the month (determined by FICA eligibility code).
- OASDI Eligible Gross:** Sum of gross wages at the end of the month not exceeding the OASDI wage base.
- Total Employees:** Total count of employees used in the calculation of the total gross.
- Average Monthly:** (Total Gross / Total Employees)
- Average Hourly:** (Average Monthly Salary) X (12) / (2088).
- Average Vacation Used:** (Average Hourly Rate) X (*average vacation hours used per month) X (Total Employees).
- Medicare Tax:** (Average Vacation Cost) X (0.0145).
- OASDI Tax:** (Average Vacation Cost) X (0.062).

*The average number of vacation hours used per month, per employee, was calculated to be 40 hours in July, 40 hours in August, 20 hours in November, and 70 hours in December. This figure was derived from the assumption that an employee takes 1 week vacation in July, 1 week in August, .5 weeks in November, and 1.75 weeks in December.

UC Riverside - Worksheet

Gross Wages Subject to Both OASDI and Medicare

	July	August	September	October	November	December
Total Gross:	12,955,660.54	12,929,621.38	13,004,615.05	12,824,979.68	12,888,388.29	12,452,738.77
Total Employees:	2,706	2,702	2,722	2,717	2,718	2,722
Average Monthly Salary:	4,787.75	4,785.20	4,777.60	4,720.27	4,741.86	4,574.85
Average Hourly Rate:	27.52	27.50	27.46	27.13	27.25	26.29
Average Vacation Cost:	2,978,312.77	2,972,326.75	0.00	0.00	1,481,423.94	5,009,722.49
Medicare Tax:	43,185.54	43,098.74	0.00	0.00	21,480.65	72,640.98
OASDI Eligible Gross:	12,257,350.32	11,955,897.37	11,757,825.83	11,174,678.89	10,778,124.45	12,452,738.77
Total Employees:	2,681	2,650	2,645	2,603	2,562	2,722
Average Monthly Salary:	4,571.93	4,511.66	4,445.30	4,293.00	4,206.92	4,574.85
Average Hourly Rate:	26.28	25.93	25.55	24.67	24.18	26.29
Average Vacation Cost:	2,817,781.68	2,748,482.15	0.00	0.00	1,238,864.88	5,009,722.49
OASDI Tax:	174,702.46	170,405.89	0.00	0.00	76,809.62	310,602.79

Gross Wages Subject to Medicare Only

	July	August	September	October	November	December
Total Gross:	295,794.78	245,199.21	268,158.02	331,853.58	304,874.61	285,524.00
Total Employees:	59	51	50	53	55	55
Average Monthly Salary:	5,013.47	4,807.83	5,363.16	6,261.39	5,543.17	5,191.35
Average Hourly Rate:	28.81	27.63	30.82	35.98	31.86	29.84
Average Vacation Cost:	67,998.80	56,367.63	0.00	0.00	35,043.06	114,865.98
Medicare Tax:	985.98	817.33	0.00	0.00	508.12	1,665.56

Gross Wages Not Subject to FICA

	July	August	September	October	November	December
Total Gross:	394,682.05	377,018.66	418,184.58	374,370.96	372,470.50	350,015.48
Total Employees:	58	59	62	60	60	53
Average Monthly Salary:	6,804.86	6,390.15	6,744.91	6,239.52	6,207.84	6,604.07
Average Hourly Rate:	39.11	36.72	38.76	35.86	35.68	37.95
Average Vacation Cost:	90,731.51	86,670.96	0.00	0.00	42,812.70	140,810.83

Total Gross: Sum of gross wages at the end of the month (determined by FICA eligibility code).

OASDI Eligible Gross: Sum of gross wages at the end of the month not exceeding the OASDI wage base.

Total Employees: Total count of employees used in the calculation of the total gross.

Average Monthly: (Total Gross / Total Employees)

Average Hourly: (Average Monthly Salary) X (12) / (2088).

Average Vacation Used: (Average Hourly Rate) X (*average vacation hours used per month) X (Total Employees).

Medicare Tax: (Average Vacation Cost) X (0.0145).

OASDI Tax: (Average Vacation Cost) X (0.062).

*The average number of vacation hours used per month, per employee, was calculated to be 40 hours in July, 40 hours in August, 20 hours in November, and 70 hours in December. This figure was derived from the assumption that an employee takes 1 week vacation in July, 1 week in August, .5 weeks in November, and 1.75 weeks in December.

UC Davis - Worksheet

Gross Wages Subject to Both OASDI and Medicare

	July	August	September	October	November	December
Total Gross:	95,923,646.51	97,309,235.71	99,619,589.45	97,440,572.81	116,360,004.20	75,761,844.09
Total Employees:	16,407	16,450	16,502	16,490	16,628	16,635
Average Monthly Salary:	5,846.51	5,915.46	6,036.82	5,909.07	6,997.84	4,554.36
Average Hourly Rate:	33.60	34.00	34.69	33.96	40.22	26.17
Average Vacation Cost:	22,051,412.99	22,369,939.24	0.00	0.00	13,374,713.13	30,478,902.79
Medicare Tax:	319,745.49	324,364.12	0.00	0.00	193,933.34	441,944.09
OASDI Eligible Gross:	82,832,048.10	81,088,172.71	78,273,909.23	73,739,803.64	85,186,640.98	75,655,844.09
Total Employees:	15,882	15,635	15,476	15,110	14,809	16,635
Average Monthly Salary:	5,215.47	5,186.32	5,057.76	4,880.20	5,752.36	4,547.99
Average Hourly Rate:	29.97	29.81	29.07	28.05	33.06	26.14
Average Vacation Cost:	19,041,850.14	18,640,959.24	0.00	0.00	9,791,567.93	30,436,259.12
OASDI Tax:	1,180,594.71	1,155,739.47	0.00	0.00	607,077.21	1,887,048.07

Gross Wages Subject to Medicare Only

	July	August	September	October	November	December
Total Gross:	2,025,252.80	2,345,614.37	2,117,427.42	2,108,188.82	2,156,336.22	1,764,031.56
Total Employees:	424	435	422	425	425	423
Average Monthly Salary:	4,776.54	5,392.22	5,017.60	4,960.44	5,073.73	4,170.29
Average Hourly Rate:	27.45	30.99	28.84	28.51	29.16	23.97
Average Vacation Cost:	465,575.36	539,221.69	0.00	0.00	247,854.74	709,667.87
Medicare Tax:	6,750.84	7,818.71	0.00	0.00	3,593.89	10,290.18

Gross Wages Not Subject to FICA

	July	August	September	October	November	December
Total Gross:	2,890,899.83	2,830,441.92	2,864,638.39	2,707,847.46	3,073,958.37	2,385,712.37
Total Employees:	416	416	414	414	417	378
Average Monthly Salary:	6,949.28	6,803.95	6,919.42	6,540.69	7,371.60	6,311.41
Average Hourly Rate:	39.94	39.10	39.77	37.59	42.37	36.27
Average Vacation Cost:	664,574.67	650,676.30	0.00	0.00	353,328.55	959,769.34

Total Gross: Sum of gross wages at the end of the month (determined by FICA eligibility code).

OASDI Eligible Gross: Sum of gross wages at the end of the month not exceeding the OASDI wage base.

Total Employees: Total count of employees used in the calculation of the total gross.

Average Monthly: (Total Gross / Total Employees)

Average Hourly: (Average Monthly Salary) X (12) / (2088).

Average Vacation Used: (Average Hourly Rate) X (*average vacation hours used per month) X (Total Employees).

Medicare Tax: (Average Vacation Cost) X (0.0145).

OASDI Tax: (Average Vacation Cost) X (0.062).

*The average number of vacation hours used per month, per employee, was calculated to be 40 hours in July, 40 hours in August, 20 hours in November, and 70 hours in December. This figure was derived from the assumption that an employee takes 1 week vacation in July, 1 week in August, .5 weeks in November, and 1.75 weeks in December.

UC Merced - Worksheet

Gross Wages Subject to Both OASDI and Medicare

	July	August	September	October	November	December
Total Gross:	3,022,992.63	2,687,993.11	2,971,634.73	3,049,100.15	2,916,853.99	2,820,066.41
Total Employees:	548	553	560	578	587	589
Average Monthly Salary:	5,516.41	4,860.75	5,306.49	5,275.26	4,969.09	4,787.89
Average Hourly Rate:	31.70	27.94	30.50	30.32	28.56	27.52
Average Vacation Cost:	694,940.83	617,929.45	0.00	0.00	335,270.57	1,134,509.48
Medicare Tax:	10,076.64	8,959.98	0.00	0.00	4,861.42	16,450.39
OASDI Eligible Gross:	2,823,155.73	2,417,216.07	2,593,435.40	2,606,019.72	2,395,501.75	2,820,066.41
Total Employees:	536	537	533	548	546	589
Average Monthly Salary:	5,267.08	4,501.33	4,865.73	4,755.51	4,387.37	4,787.89
Average Hourly Rate:	30.27	25.87	27.96	27.33	25.21	27.52
Average Vacation Cost:	649,001.32	555,681.86	0.00	0.00	275,345.03	1,134,509.48
OASDI Tax:	40,238.08	34,452.28	0.00	0.00	17,071.39	70,339.59

Gross Wages Subject to Medicare Only

	July	August	September	October	November	December
Total Gross:	58,860.88	115,487.84	79,987.99	65,139.95	64,406.73	76,007.53
Total Employees:	12	15	16	12	12	13
Average Monthly Salary:	4,905.07	7,699.19	4,999.25	5,428.33	5,367.23	5,846.73
Average Hourly Rate:	28.19	44.25	28.73	31.20	30.85	33.60
Average Vacation Cost:	13,531.24	26,548.93	0.00	0.00	7,403.07	30,577.74
Medicare Tax:	196.20	384.96	0.00	0.00	107.34	443.38

Gross Wages Not Subject to FICA

	July	August	September	October	November	December
Total Gross:	25,498.99	26,491.07	25,498.99	25,498.99	25,498.99	23,769.99
Total Employees:	5	6	5	5	5	4
Average Monthly Salary:	5,099.80	4,415.18	5,099.80	5,099.80	5,099.80	5,942.50
Average Hourly Rate:	29.31	25.37	29.31	29.31	29.31	34.15
Average Vacation Cost:	5,861.84	6,089.90	0.00	0.00	2,930.92	9,562.64

Total Gross: Sum of gross wages at the end of the month (determined by FICA eligibility code).

OASDI Eligible Gross: Sum of gross wages at the end of the month not exceeding the OASDI wage base.

Total Employees: Total count of employees used in the calculation of the total gross.

Average Monthly: (Total Gross / Total Employees)

Average Hourly: (Average Monthly Salary) X (12) / (2088).

Average Vacation Used: (Average Hourly Rate) X (*average vacation hours used per month) X (Total Employees).

Medicare Tax: (Average Vacation Cost) X (0.0145).

OASDI Tax: (Average Vacation Cost) X (0.062).

*The average number of vacation hours used per month, per employee, was calculated to be 40 hours in July, 40 hours in August, 20 hours in November, and 70 hours in December. This figure was derived from the assumption that an employee takes 1 week vacation in July, 1 week in August, .5 weeks in November, and 1.75 weeks in December.