

**The Ohio State University
Faculty Senate Fiscal Committee
Proposed Composite Benefit Rates with \$20M Additional Recoveries
Updated January 16, 2026**

Under-recoveries of benefit costs have reduced cash in the benefits funds well below their target balances (see page 8 in the rate document). The 2026-2027 composite rates in the current version of the rate document are ‘break-even’ rates (rates are set to equal projected costs).

To bring the cash balances in the benefits funds back up to their targets, the university will need to over-recover benefit costs (to offset the previous under-recoveries) over a period of several years. The proposed rates below have been adjusted to increase total recoveries of benefits costs by approximately \$20 million (projected salaries were used to allocate these adjustments to university and Health System benefit rate groups).

6.5% Medical Trend, \$20M Additional Recovery

General University				
	Current Rates (25-26)	Proposed Rates (26-27)	% Change	Projected Benefit Costs
Faculty	28.5%	30.1%	5.6%	\$ 181,981,168
Combined Staff	36.5%	38.8%	6.3%	400,372,242
Specials	15.6%	15.7%	0.6%	23,322,435
Students	0.3%	0.3%	0.0%	216,491
Graduate Associates	12.6%	13.2%	4.8%	21,538,418
OSU Health System				
Faculty*	36.7%	39.4%	7.4%	\$ 27,993,509
Combined Staff	35.7%	37.7%	5.6%	469,736,375
Specials	15.7%	15.9%	1.3%	39,418,976
Students	0.5%	0.5%	0.0%	28,596
Graduate Associates	12.8%	13.4%	4.7%	63,591
Faculty Group Practice				
Clinical Appointments**	4.8%	4.9%	2.1%	\$ 25,822,264

* Faculty rate group for the Health System consists primarily of medical residents.

** Excludes retirement contributions