

California State University, East Bay
 Fiscal Year 2022-23
 Benefit Rates by Bargaining Unit as of % of salary
 (Excludes - overtime, shift differential, and student pay)
 CSU Operating Fund (EB001)

FY 2022-23 Benefits Rates Based on Data from FY 2021-22

Unit	Name of Unit	Retirement	Average OASDI	Medicare	Average Health, Dental, Vision	Average Other	Sum Total
C99	Confidential	32.00%	6.26%	1.45%	25.21%	0.28%	65.21%
M80	Management Personnel Plan	32.00%	5.39%	1.45%	14.02%	0.13%	52.99%
R01	Union of American Physicians & Dentists	32.00%	4.11%	1.45%	12.05%	0.26%	49.87%
R02	CSUEU : Health Care Support	32.00%	5.76%	1.45%	25.22%	0.06%	64.49%
R03	CA Faculty Association Employees	32.00%	5.35%	1.45%	18.46%	0.21%	57.47%
R04	Academic Professionals of California	32.00%	6.26%	1.45%	26.38%	0.20%	66.29%
R05	CSUEU : Operations Support Services	32.00%	5.91%	1.45%	45.41%	0.20%	84.96%
R06	State Employee Trades Council	32.00%	6.89%	1.45%	24.50%	0.00%	64.84%
R07	CSUEU : Clerical / Administrative Support Services	32.00%	6.02%	1.45%	30.29%	0.20%	69.97%
R08	State University Police Association	50.00%	0.00%	1.45%	24.06%	0.04%	75.55%
R09	CSUEU : Technical Support Services	32.00%	6.09%	1.45%	22.70%	0.11%	62.35%
R11	Academic Student Employees / Teaching Associates	N/A	N/A	N/A	N/A	N/A	N/A
	Total	33.64%	5.28%	1.45%	24.39%	0.15%	64.91%

Source: Labor Cost Distribution Dashboard

Retirement is the rates indicated on HR/Benefits Technical Letter 2022-23 dated July 8, 2022.
 OASDI is 6.2% up to \$137,700 of salary for a max contribution of \$8,537.40 in a calendar year.
 Medicare is 1.45% of salary.
 All other benefits calculations are actual percentages from FY 2021/22.

**Benefits Rates for Additional/Concurrent Appointments
2022/23**

Benefits Rates based on Primary Job Status		
Primary Job	Retirement Plan	Applicable Rates
Full Time	CalPERS	Medicare 1.45%
Less Than Full Time	CalPERS	CalPERS 32%, SS 6.2%, Medicare 1.45%
Full Time	PST (Part-time/Seasonal/Temp)	Medicare 1.45%
Less Than Full Time	PST (Part-time/Seasonal/Temp)	Medicare 1.45%
FERP	Non Member	Medicare 1.45%
Public Safety	CalPERS	CalPERS 50%, SS 6.2%, Medicare 1.45%

Compensated Absences	
OASDI/Medicare	7.65%
Retirement	32.00%
Total	39.65%
Workers Comp	
	1.37%
Unemployment	
	0.67%