

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 2023-24 Benefits Rates Based on Data from FY 2022-23**

Unit	Name of Unit	Retirement	Average OASDI	Medicare	Average Health, Dental, Vision	Average Other	Sum Total
C99	Confidential	32.00%	5.95%	1.45%	23.59%	0.27%	63.26%
M80	Management Personnel Plan	32.00%	5.61%	1.45%	<b>13.62%</b>	0.11%	52.78%
R01	Union of American Physicians & Dentists	32.00%	6.16%	1.45%	17.69%	0.36%	57.65%
R02	CSUEU : Health Care Support	32.00%	6.05%	1.45%	23.40%	0.16%	63.06%
R03	CA Faculty Association Employees	32.00%	5.34%	1.45%	22.89%	0.21%	61.89%
R04	Academic Professionals of California	32.00%	6.46%	1.45%	23.87%	0.14%	63.92%
R05	CSUEU : Operations Support Services	32.00%	6.16%	1.45%	<b>43.24%</b>	0.23%	83.08%
R06	State Employee Trades Council	32.00%	7.06%	1.45%	23.42%	0.07%	64.00%
R07	CSUEU : Clerical / Administrative Support Services	32.00%	6.48%	1.45%	30.50%	0.25%	70.68%
R08	State University Police Association	50.00%	0.00%	1.45%	23.51%	0.04%	75.00%
R09	CSUEU : Technical Support Services	32.00%	6.30%	1.45%	22.32%	0.13%	62.21%
R11	Academic Student Employees / Teaching Associates	N/A	N/A	N/A	N/A	N/A	N/A
	<b>Total</b>						<b>65.23%</b>

**Source: Labor Cost Distribution Dashboard**

Retirement is the rates indicated on HR/Benefits Technical Letter 2023-24 dated August 2, 2023.

OASDI is 6.2% up to \$160,200 of salary for a max contribution of \$9,932.40 in a calendar year.

Medicare is 1.45% of salary.

All other benefits calculations are actual percentages from FY 2022/23.

**Benefits Rates for Additional/Concurrent Appointments  
2023/24**

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%

<b>Compensated Absences</b>	
OASDI/Medicare	7.05%
Retirement	33.64%
<b>Total</b>	<b>40.68%</b>
<b>Workers Comp</b>	
<b>Unemployment</b>	<b>1.27%</b>
	<b>0.53%</b>