

California State University, East Bay
 Fiscal Year 2015-16
 Benefit Rates by Bargaining Unit as a % of salary
 (excludes overtime, shift differential & student pay)
 CSU Operating Fund (EB001)

Unit	Name of Unit	Retirement*	Average OASDI**	Medicare***	Average Health, Dental, Vision	Average Other	Average Total
C99	Confidential	25.15%	6.10%	1.45%	24.19%	0.10%	56.98%
M80	Management Personnel Plan	25.15%	5.34%	1.45%	13.33%	0.28%	45.54%
R01	Union of American Physicians & Dentists	25.15%	4.65%	1.45%	8.15%	0.32%	39.71%
R02	CSUEU: Health Care Support	25.15%	6.01%	1.45%	22.28%	0.61%	55.49%
R03	CA Faculty Association Employees	25.15%	5.09%	1.45%	15.56%	0.17%	47.42%
R04	Academic Professionals of California	25.15%	6.07%	1.45%	25.71%	0.18%	58.57%
R05	CSUEU: Operations Support Services	25.15%	5.78%	1.45%	40.57%	0.12%	73.06%
R06	State Employee Trades Council	25.15%	6.13%	1.45%	26.22%	0.09%	59.04%
R07	CSUEU: Clerical/Administrative Support Services	25.15%	5.80%	1.45%	28.62%	0.28%	61.31%
R08	State University Police Association	38.99%	NA	1.45%	16.43%	0.20%	57.07%
R09	CSUEU: Technical Support Services	25.15%	6.02%	1.45%	20.35%	0.22%	53.19%
R11	Academic Student Employees	25.15%	0.28%	1.45%	0.01%	0.01%	26.90%
All Units							52.86%

*Retirement is the rates indicated on HR/Benefits Technical Letter 2015-04 dated July 20, 2015.
Special note for Unit R08: HR/Benefits 2014-02 announced the elimination of employer-paid monthly retirement contributions paid on behalf of SUPA members that are also classified as "new" members by CalPERS, effective July 1, 2014 - this rate is 38.985%
 **OASDI is 6.2% up to \$118,500 of salary for a max contribution of \$7,347 in a calendar year.
 ***Medicare is 1.45% of salary.
 ****All other benefits calculations are actual percentages from FY 2014/15.

**Benefits Rates for Additional/Concurrent Appointments
 2015/16**

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 25.15%, 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 38.985%, SS 6.2%, Medicare 1.45%

Compensated Absences	
OASDI/Medicare	7.65%
Retirement	25.15%
Total	32.80%