

California State University, East Bay
 Fiscal Year 2016-17
 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	26.73%	6.16%	1.45%	22.96%	0.48%	57.77%
M80	Management Personnel Plan	26.73%	5.39%	1.45%	13.30%	0.28%	47.15%
R01	Union of American Physicians & Dentists	26.73%	4.23%	1.45%	9.00%	0.31%	41.71%
R02	CSUEU: Health Care Support	26.73%	5.95%	1.45%	24.51%	0.34%	58.98%
R03	CA Faculty Association Employees	26.73%	5.07%	1.45%	16.35%	0.32%	49.92%
R04	Academic Professionals of California	26.73%	6.09%	1.45%	24.99%	0.27%	59.53%
R05	CSUEU: Operations Support Services	26.73%	5.99%	1.45%	42.35%	0.81%	77.32%
R06	State Employee Trades Council	26.73%	6.06%	1.45%	28.39%	2.28%	64.92%
R07	CSUEU: Clerical/Administrative Support Services	26.73%	5.88%	1.45%	30.34%	0.81%	65.20%
R08	State University Police Association	41.92%	NA	1.45%	15.58%	0.25%	59.21%
R09	CSUEU: Technical Support Services	26.73%	6.04%	1.45%	20.94%	0.31%	55.46%
R11	Academic Student Employees	26.73%	0.29%	1.45%	0.18%	0.03%	28.67%
All Units							55.49%

*Retirement is the rates indicated on HR/Benefits Technical Letter 2016-05 dated June 13, 2016.

**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 2015/16.

Benefits Rates for Additional/Concurrent Appointments

2016/17

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 26.73%, 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 41.92%, SS 6.2%, Medicare 1.45%

Compensated Absences	
OASDI/Medicare	7.65%
Retirement	26.73%
Total	34.38%