

California State University, East Bay
Fiscal Year 2018-19
Benefit Rates by Bargaining Unit as of % 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	Sum Total
C99	Confidential	29.40%	6.16%	1.45%	22.36%	0.18%	59.55%
M80	Management Personnel Plan	29.40%	5.43%	1.45%	13.50%	0.22%	50.00%
R01	Union of American Physicians & Dentists	29.40%	4.84%	1.45%	10.43%	0.33%	46.46%
R02	CSUEU : Health Care Support	29.40%	6.07%	1.45%	24.53%	0.30%	61.75%
R03	CA Faculty Association Employees	29.40%	5.28%	1.45%	16.33%	0.30%	52.76%
R04	Academic Professionals of California	29.40%	6.28%	1.45%	25.75%	0.23%	63.11%
R05	CSUEU : Operations Support Services	29.40%	6.39%	1.45%	43.24%	0.21%	80.69%
R06	State Employee Trades Council	29.40%	6.10%	1.45%	21.80%	0.00%	58.74%
R07	CSUEU : Clerical / Administrative Support Services	29.40%	6.10%	1.45%	27.83%	0.32%	65.10%
R08	State University Police Association	45.37%	0.02%	1.45%	14.47%	0.12%	61.44%
R09	CSUEU : Technical Support Services	29.40%	6.14%	1.45%	20.57%	0.15%	57.72%
R11	Academic Student Employees / Teaching Associates	N/A	N/A	N/A	N/A	N/A	N/A
Total							59.76%

Source: Labor Cost Distribution Dashboard

Retirement is the rates indicated on HR/Benefits Technical Letter 2018-11 dated May 30, 2018.

OASDI is 6.2% up to \$128,700 of salary for a max contribution of \$7,979.40 in a calendar year.

Medicare is 1.45% of salary.

All other benefits calculations are actual percentages from FY 2017/18.

**Benefits Rates for Additional/Concurrent Appointments
2018/19**

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 29.40%, 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 45.37%, SS 6.2%, Medicare 1.45%

Compensated Absences	
OASDI/Medicare	6.80%
Retirement	29.40%
Total	36.20%
Workers Comp	
	1.89%
Unemployment	
	0.66%