

California State University, East Bay
Fiscal Year 2019-20
Benefit Rates by Bargaining Unit as of % of salary
(Excludes - overtime, shift differential, and student pay)
CSU Operating Fund (EB001)

FY 2019-20 Benefits Rates Based on Data from FY 2018-19

Unit	Name of Unit	Retirement	Average OASDI	Medicare	Average Health, Dental, Vision	Average Other	Sum Total
C99	Confidential	30.82%	6.18%	1.45%	21.83%	0.44%	60.72%
M80	Management Personnel Plan	30.82%	5.36%	1.45%	13.43%	0.27%	51.33%
R01	Union of American Physicians & Dentists	29.40%	4.59%	1.45%	8.77%	0.26%	44.46%
R02	CSUEU : Health Care Support	30.82%	5.96%	1.45%	26.23%	0.54%	64.99%
R03	CA Faculty Association Employees	30.82%	5.39%	1.45%	16.92%	0.30%	54.87%
R04	Academic Professionals of California	30.82%	6.20%	1.45%	26.30%	0.65%	65.42%
R05	CSUEU : Operations Support Services	30.82%	6.20%	1.45%	44.93%	1.54%	84.94%
R06	State Employee Trades Council	30.82%	6.20%	1.45%	24.13%	0.54%	63.14%
R07	CSUEU : Clerical / Administrative Support Services	30.82%	5.97%	1.45%	28.31%	0.48%	67.02%
R08	State University Police Association	47.38%	0.00%	1.45%	19.93%	0.24%	69.00%
R09	CSUEU : Technical Support Services	30.82%	6.10%	1.45%	22.17%	0.32%	60.85%
R11	Academic Student Employees / Teaching Associates	N/A	N/A	N/A	N/A	N/A	N/A
	Total						62.43%

Source: Labor Cost Distribution Dashboard

Retirement is the rates indicated on HR/Benefits Technical Letter 2019-08 dated July 09, 2019.
OASDI is 6.2% up to \$132,900.00 of salary for a max contribution of \$8,239.80 in a calendar year.
Medicare is 1.45% of salary.
All other benefits calculations are actual percentages from FY 2018/19.

**Benefits Rates for Additional/Concurrent Appointments
2019/20**

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 30.82%, 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 47.38%, SS 6.2%, Medicare 1.45%

Compensated Absences	
OASDI/Medicare	7.65%
Retirement	30.82%
Total	38.47%
Workers Comp	1.83%
Unemployment	0.64%