

California State University, East Bay
 Fiscal Year 2020-21
 Benefit Rates by Bargaining Unit as of % of salary
 (Excludes - overtime, shift differential, and student pay)
 CSU Operating Fund (EB001)

FY 2020-21 Benefits Rates Based on Data from FY 2019-20

| Unit | Name of Unit | Retirement | Average OASDI | Medicare | Average Health, Dental, Vision | Average Other | Sum Total |
|------|--|------------|---------------|----------|--------------------------------|---------------|---------------|
| C99 | Confidential | 29.37% | 6.28% | 1.45% | 24.56% | 0.29% | 61.95% |
| M80 | Management Personnel Plan | 29.37% | 5.40% | 1.45% | 13.87% | 0.29% | 50.37% |
| R01 | Union of American Physicians & Dentists | 29.37% | 4.54% | 1.45% | 9.40% | 0.21% | 44.96% |
| R02 | CSUEU : Health Care Support | 29.37% | 5.99% | 1.45% | 24.26% | 0.03% | 61.09% |
| R03 | CA Faculty Association Employees | 29.37% | 5.28% | 1.45% | 16.81% | 0.23% | 53.15% |
| R04 | Academic Professionals of California | 29.37% | 6.20% | 1.45% | 25.02% | 0.15% | 62.19% |
| R05 | CSUEU : Operations Support Services | 29.37% | 6.20% | 1.45% | 45.33% | 1.48% | 83.83% |
| R06 | State Employee Trades Council | 29.37% | 6.20% | 1.45% | 23.46% | 0.33% | 60.81% |
| R07 | CSUEU : Clerical / Administrative Support Services | 29.37% | 6.07% | 1.45% | 28.84% | 0.57% | 66.30% |
| R08 | State University Police Association | 36.10% | 0.00% | 1.45% | 19.91% | 0.10% | 57.57% |
| R09 | CSUEU : Technical Support Services | 29.37% | 6.09% | 1.45% | 23.17% | 0.18% | 60.26% |
| R11 | Academic Student Employees / Teaching Associates | N/A | N/A | N/A | N/A | N/A | N/A |
| | Total | | | | | | 60.23% |

Source: Labor Cost Distribution Dashboard

Retirement is the rates indicated on HR/Benefits Technical Letter 2020-13 dated July 09, 2020.
 OASDI is 6.2% up to \$137,700.00 of salary for a max contribution of \$8,537.40 in a calendar year.
 Medicare is 1.45% of salary.
 All other benefits calculations are actual percentages from FY 2019/20.

**Benefits Rates for Additional/Concurrent Appointments
2020/21**

| 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 29.37%, 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 36.10%, SS 6.2%, Medicare 1.45% |

| Compensated Absences | |
|----------------------|---------------|
| OASDI/Medicare | 7.65% |
| Retirement | 29.37% |
| Total | 37.02% |
| Workers Comp | 1.58% |
| Unemployment | 0.69% |