

**Cal Poly San Luis Obispo**  
**Fiscal Year 2025/26**  
**Benefit Rates by Bargaining Unit, as a % of salary**  
**(excludes overtime, shift differential, allowances and student pay)**  
**CSU Operating Fund**  
(Updated 07/01/2025)

Unit	Name of Unit	Retirement	OASDI (*)	Medicare	Average Health, Dental, Vision	Average Life Insurance	Average Total
C99	Confidential	31.42%	6.20%	1.45%	24.36%	0.04%	63.48%
M80	Management Personnel Plan	31.42%	6.20%	1.45%	18.26%	0.06%	57.40%
R01	Union of American Physicians & Dentists	31.42%	6.20%	1.45%	8.85%	0.01%	47.93%
R02	CSUEU: Health Care Support	31.42%	6.20%	1.45%	33.23%	0.06%	72.36%
R03	CA Faculty Association Employees	31.42%	6.20%	1.45%	23.56%	0.05%	62.68%
R04	Academic Professionals of California	31.42%	6.20%	1.45%	30.39%	0.03%	69.50%
R05	CSUEU: Operations Support Services	31.42%	6.20%	1.45%	42.92%	0.09%	82.08%
R06	State Employee Trades Council	31.42%	6.20%	1.45%	30.23%	0.00%	69.30%
R07	CSUEU: Clerical/Administrative Support Services	31.42%	6.20%	1.45%	37.34%	0.07%	76.48%
R08	State University Police Association	51.01%	n/a	1.45%	22.17%	0.04%	74.67%
R09	CSUEU: Technical Support Services	31.42%	6.20%	1.45%	27.75%	0.05%	66.88%
R11	Academic Student Employees	0.00%	0.00%	1.45%	0.29%	0.13%	1.87%
	<b>All Units</b>						<b>62.05%</b>

(\*) OASDI is 6.2% up to \$176,100 in salary with a \$10,918.20 max contribution for calendar year 2025.

**NOTE:** The averages above are based on FY 2024-25 salary and wage information recorded within Cal Poly San Luis Obispo. The analysis does not include salary and wage information from Cal Poly Foundation, Cal Poly Corporation or ASI.

**SOURCE:** Labor Cost Distribution Dashboard

Unit	Examples of Included Classifications
C99	<i>Confidential Employee</i>
M80	<i>Management Personnel Plan</i>
R01	<i>Physician, Veterinarian</i>
R02	<i>Speech Pathologist, Physical Therapist, Pharmacist, Nutritionist, Licensed Vocational Nurse, Health Educator, Medical Asst., Registered Nurse,</i>
R03	<i>Instructional Faculty, Department Chair, Lecturer, Director-International Programs, Coach, Head Coach, Coaching Asst., Visiting Faculty, Vocational Instructor, Librarian, Student Services Professional - Academic Related,</i>
R04	<i>Student Services Professional, Credential Analyst, Evaluator, Student Personnel Technician-Financial Aid, Library Assistant, Extended</i>
R05	<i>Cook, Food Service Worker, Groundworker, Irrigation Specialist, Gardener, Tree Trimmer, Custodian, Laborer, Equipment Operator, Farm Maintenance Mechanic</i>
R06	<i>Facilities Worker, Automotive/Equipment Mechanic, Metal Worker, Carpenter, Painter, Electrician, Plumber, Blacksmith, Mason, Locksmith, Power Plant Operator, Air Conditioning/Refrigeration Mechanic, Building Service Engineer, Mechanics Helper, Facilities Maintenance Mechanic, Farm Maintenance Mechanic</i>
R07	<i>Desktop Publishing/Graphics Specialist, Admin Support Asst., Payroll Technician, Mail Clerk, Property Clerk, Accounting Tech, Buyer, Police Dispatcher, Parking Officer, Community Service Specialist, Head Resident, Dormitory Supervisor</i>
R08	<i>Police Officer, Corporal, and Sergeant</i>
R09	<i>Analyst/Programmer, Operating Systems Analyst, Info Technology Consultant, Network Analyst, Operations Specialist, Farm Supervisor, Crop Technician, Nursery Technician, Public Affairs/Communication Specialist, Media Production Specialist, Graphic Designer, Performing Arts Tech, Administrative Analyst, Athletic Equipment Attendant, Instructional Support Asst., Accountant, Library Services Specialist, Budget Analyst, Research Tech, Planner/Estimator/Scheduler, Piano Tech, Equipment Tech, Interpreter, Laboratory Asst.</i>
R11	<i>Teaching Associate, Graduate Assistant and Instructional Student Assistant</i>