

Fiscal Year 2026–27 Benefit Rates by Bargaining Unit

Rates are averages expressed as a percentage of salary. Excludes overtime, shift differential, allowances and student pay. Updated July 1, 2026.

Average benefit rates by bargaining unit

Unit	Name of unit	Retirement	OASDI*	Medicare	Health, dental and vision	Life insurance	Total
C99	Confidential	31.70%	6.20%	1.45%	25.61%	0.05%	65.01%
M80	Management Personnel Plan	31.70%	6.20%	1.45%	19.43%	0.06%	58.85%
R01	Union of American Physicians & Dentists	31.70%	6.20%	1.45%	22.46%	0.02%	61.83%
R02	CSUEU: Health Care Support	31.70%	6.20%	1.45%	32.50%	0.06%	71.90%
R03	CA Faculty Association Employees	31.70%	6.20%	1.45%	25.67%	0.05%	65.07%
R04	Academic Professionals of California	31.70%	6.20%	1.45%	33.07%	0.03%	72.46%
R05	CSUEU: Operations Support Services	31.70%	6.20%	1.45%	47.55%	0.09%	87.00%
R06	State Employee Trades Council	31.70%	6.20%	1.45%	30.98%	0.00%	70.33%
R07	CSUEU: Clerical/Administrative Support Services	31.70%	6.20%	1.45%	37.94%	0.08%	77.36%
R08	State University Police Association	50.65%	Not applicable	1.45%	24.53%	0.04%	76.67%
R09	CSUEU: Technical Support Services	31.70%	6.20%	1.45%	29.32%	0.05%	68.73%
R10	International Union of Operating Engineers	31.70%	6.20%	1.45%	40.01%	0.01%	79.37%
R11	Academic Student Employees	0.00%	0.00%	1.45%	0.44%	0.19%	2.08%

All-units average total: 65.90%

Notes

* **OASDI:** 6.2% up to \$184,500 in salary, with an \$11,439 maximum contribution for calendar year 2026.

The averages are based on fiscal year 2025–26 salary and wage information recorded within Cal Poly. The analysis does not include salary and wage information from Cal Poly Foundation, Cal Poly Corporation or Associated Students, Inc. (ASI).

Source: Labor Cost Distribution Dashboard

Examples of Included Classifications

Bargaining units and examples of included classifications

Unit	Examples of included classifications
C99	Confidential Employee
M80	Management Personnel Plan
R01	Physician, Veterinarian
R02	Speech Pathologist, Physical Therapist, Pharmacist, Nutritionist, Licensed Vocational Nurse, Health Educator, Medical Asst., Registered
R03	Instructional Faculty, Department Chair, Lecturer, Director-International Programs, Coach, Head Coach, Coaching Asst., Visiting Faculty, Vocational Instructor, Librarian, Student Services Professional - Academic Related,
R04	Student Services Professional, Credential Analyst, Evaluator, Student Personnel Technician-Financial Aid, Library Assistant, Extended
R05	Cook, Food Service Worker, Groundsworker, Irrigation Specialist, Gardener, Tree Trimmer, Custodian, Laborer, Equipment Operator, Farm Maintenance Mechanic
R06	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
R07	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
R08	Police Officer, Corporal, and Sergeant
R09	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.
R10	CMA Stationary Engineer, CMA Groundskeeper, CMA Materials & Stores Specialist, CMA Electrician, CMA Chief Engineer, CMA Locksmith, CMA Carpenter
R11	Teaching Associate, Graduate Assistant and Instructional Student Assistant

Prepared by University Budget & Fiscal Planning