

**Cal Poly San Luis Obispo**  
**Fiscal Year 2017/18**  
**Benefit Rates by Bargaining Unit, as a % of salary**  
**(excludes overtime, shift differential, allowances and student pay)**  
**CSU Operating Fund**  
*(updated 7/14/2017)*

Unit	Name of Unit	Retirement	Average OASDI (*)	Medicare	Average Health, Dental, Vision	Life Insurance	Average Total
C99	Confidential	28.42%	6.03%	1.45%	39.75%	0.18%	75.84%
M80	Management Personnel Plan	28.42%	6.09%	1.45%	19.79%	0.19%	55.95%
R01	Union of American Physicians & Dentists	28.42%	6.13%	1.45%	13.37%	0.04%	49.41%
R02	CSUEU: Health Care Support	28.42%	6.20%	1.45%	27.10%	0.04%	63.21%
R03	CA Faculty Association Employees	28.42%	6.05%	1.45%	24.20%	0.13%	60.27%
R04	Academic Professionals of California	28.42%	6.20%	1.45%	30.96%	0.09%	67.12%
R05	CSUEU: Operations Support Services	28.42%	6.20%	1.45%	50.50%	0.06%	86.63%
R06	State Employee Trades Council	28.42%	6.20%	1.45%	30.65%	0.00%	66.72%
R07	CSUEU: Clerical/Administrative Support Services	28.42%	6.20%	1.45%	38.07%	0.04%	74.19%
R08	State University Police Association	44.25%	n/a	1.45%	28.85%	0.03%	74.57%
R09	CSUEU: Technical Support Services	28.42%	6.07%	1.45%	27.16%	0.03%	63.14%
R11	Academic Student Employees	0.00%	0.00%	1.45%	0.00%	0.00%	1.45%
	<b>All Units</b>						<b>61.54%</b>

(\*) OASDI is 6.2% up to \$127,200 in salary with a \$7,886 max contribution for **calendar** year 2017.

**NOTE:** The analysis above is based on FY 2016-17 salary and wage information recorded in the main Operating Fund, SL001 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</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, Fams Maintenance Worker</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>