

Cal Poly San Luis Obispo
Fiscal Year 2019/20
Benefit Rates by Bargaining Unit, as a % of salary
(excludes overtime, shift differential, allowances and student pay)
CSU Operating Fund
(updated 7/31/2019)

Unit	Name of Unit	Retirement	Average OASDI (*)	Medicare	Average Health, Dental, Vision	Average Life Insurance	Average Total
C99	Confidential	30.82%	6.20%	1.45%	21.97%	0.10%	60.53%
M80	Management Personnel Plan	30.82%	6.07%	1.45%	16.20%	0.13%	54.67%
R01	Union of American Physicians & Dentists	30.82%	6.16%	1.45%	10.64%	0.03%	49.10%
R02	CSUEU: Health Care Support	30.82%	6.20%	1.45%	28.64%	0.03%	67.13%
R03	CA Faculty Association Employees	30.82%	6.20%	1.45%	21.98%	0.10%	60.55%
R04	Academic Professionals of California	30.82%	6.20%	1.45%	32.74%	0.08%	71.28%
R05	CSUEU: Operations Support Services	30.82%	6.20%	1.45%	47.27%	0.04%	85.78%
R06	State Employee Trades Council	30.82%	6.20%	1.45%	26.69%	0.00%	65.16%
R07	CSUEU: Clerical/Administrative Support Services	30.82%	6.20%	1.45%	37.29%	0.04%	75.80%
R08	State University Police Association	47.38%	n/a	1.45%	26.95%	0.02%	75.81%
R09	CSUEU: Technical Support Services	30.82%	6.20%	1.45%	25.62%	0.02%	64.11%
R11	Academic Student Employees	0.00%	0.00%	1.45%	0.00%	0.00%	1.45%
	All Units						60.95%

(*) OASDI is 6.2% up to \$132,900 in salary with a \$8,240 max contribution for **calendar** year 2019.

NOTE: The analysis above is based on FY 2018-19 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, 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>