

Cal Poly San Luis Obispo

Fiscal Year 2020/21

Benefit Rates by Bargaining Unit, as a % of salary

(excludes overtime, shift differential, allowances and student pay)

CSU Operating Fund

(updated 7/29/2020)

Unit	Name of Unit	Retirement	Average OASDI (*)	Medicare	Average Health, Dental, Vision	Average Life Insurance	Average Total
C99	Confidential	29.37%	6.20%	1.45%	22.15%	0.05%	59.22%
M80	Management Personnel Plan	29.37%	6.13%	1.45%	16.78%	0.07%	53.80%
R01	Union of American Physicians & Dentists	29.37%	6.14%	1.45%	10.98%	0.01%	47.96%
R02	CSUEU: Health Care Support	29.37%	6.20%	1.45%	26.04%	0.01%	63.07%
R03	CA Faculty Association Employees	29.37%	6.20%	1.45%	22.47%	0.05%	59.54%
R04	Academic Professionals of California	29.37%	6.20%	1.45%	29.15%	0.04%	66.20%
R05	CSUEU: Operations Support Services	29.37%	6.20%	1.45%	47.19%	0.02%	84.24%
R06	State Employee Trades Council	29.37%	6.20%	1.45%	28.43%	0.00%	65.45%
R07	CSUEU: Clerical/Administrative Support Services	29.37%	6.20%	1.45%	35.82%	0.02%	72.85%
R08	State University Police Association	36.10%	n/a	1.45%	26.78%	0.01%	64.33%
R09	CSUEU: Technical Support Services	29.37%	6.20%	1.45%	25.40%	0.01%	62.43%
R11	Academic Student Employees	0.00%	0.00%	1.45%	0.00%	0.00%	1.45%
	All Units						58.38%

(*) OASDI is 6.2% up to \$137,700 in salary with a \$8,537 max contribution for **calendar** year 2020.

NOTE: The analysis above is based on FY 2019-20 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</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>