

Cal Poly San Luis Obispo
Fiscal Year 2022/23
Benefit Rates by Bargaining Unit, as a % of salary
(excludes overtime, shift differential, allowances and student pay)
CSU Operating Fund
(updated 8/09/2022)

| Unit | Name of Unit | Retirement | OASDI (*) | Medicare | Average Health, Dental, Vision | Average Life Insurance | Average Total |
|------|---|------------|-----------|----------|--------------------------------|------------------------|---------------|
| C99 | Confidential | 32.00% | 6.20% | 1.45% | 19.18% | 0.04% | 58.87% |
| M80 | Management Personnel Plan | 32.00% | 6.20% | 1.45% | 16.48% | 0.06% | 56.19% |
| R01 | Union of American Physicians & Dentists | 32.00% | 6.20% | 1.45% | 8.13% | 0.01% | 47.79% |
| R02 | CSUEU: Health Care Support | 32.00% | 6.20% | 1.45% | 33.26% | 0.01% | 72.92% |
| R03 | CA Faculty Association Employees | 32.00% | 6.20% | 1.45% | 22.00% | 0.05% | 61.70% |
| R04 | Academic Professionals of California | 32.00% | 6.20% | 1.45% | 31.26% | 0.03% | 70.94% |
| R05 | CSUEU: Operations Support Services | 32.00% | 6.20% | 1.45% | 43.38% | 0.02% | 83.05% |
| R06 | State Employee Trades Council | 32.00% | 6.20% | 1.45% | 26.94% | 0.00% | 66.59% |
| R07 | CSUEU: Clerical/Administrative Support Services | 32.00% | 6.20% | 1.45% | 34.84% | 0.02% | 74.50% |
| R08 | State University Police Association | 50.00% | n/a | 1.45% | 24.48% | 0.05% | 75.98% |
| R09 | CSUEU: Technical Support Services | 32.00% | 6.20% | 1.45% | 25.41% | 0.01% | 65.07% |
| R11 | Academic Student Employees | 0.00% | 0.00% | 1.45% | 0.00% | 0.00% | 1.45% |
| | All Units | | | | | | 61.26% |

(*) OASDI is 6.2% up to \$147,000 in salary with a \$9,114.00 max contribution for calendar year 2022.

NOTE: The analysis above is based on FY 2021-22 salary and wage information recorded within Cal Poly San Luis Obispo, adjusted for GSIs. The analysis does not include salary and wage information from Cal Poly Foundation, Cal Poly Corporation or ASI.

SOURCES: Labor Cost Distribution Dashboard, SSA.GOV,

| 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 Nurse, |
| 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, Groundworker, Irrigation Specialist, Gardener, Tree Trimmer, Custodian, Laborer, Equipment Operator, Fams Maintenance Worker |
| 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. |
| R11 | Teaching Associate, Graduate Assistant and Instructional Student Assistant |