California State University, East Bay Fiscal Year 2015-16 Benefit Rates by Bargaining Unit as a % of salary (excludes overtime, shift differential & student pay) CSU Operating Fund (EB001)

All Units

| Unit | Name of Unit                                    | Retirement* | Average OASDI** | Medicare*** | Average Health,<br>Dental, Vision | Average Other | Average Total |
|------|---|-------------|-----------------|-------------|-----------------------------------|---------------|---------------|
| C99  | Confidential                                    | 25.15%      | 6.10%           | 1.45%       | 24.19%                            | 0.10%         | 56.98%        |
| M80  | Management Personnel Plan                       | 25.15%      | 5.34%           | 1.45%       | 13.33%                            | 0.26%         | 45.54%        |
| R01  | Union of American Physicians & Dentists         | 25.15%      | 4.65%           | 1.45%       | 8.15%                             | 0.32%         | 39.71%        |
| R02  | CSUEU: Health Care Support                      | 25.15%      | 6.01%           | 1.45%       | 22.28%                            | 0.61%         | 55.49%        |
| R03  | CA Faculty Association Employees                | 25.15%      | 5.09%           | 1.45%       | 15.56%                            | 0.17%         | 47.42%        |
| R04  | Academic Professionals of California            | 25.15%      | 6.07%           | 1.45%       | 25.71%                            | 0.18%         | 58.57%        |
| R05  | CSUEU: Operations Support Services              | 25.15%      | 5.78%           | 1.45%       | 40.57%                            | 0.12%         | 73.06%        |
| R06  | State Employee Trades Council                   | 25.15%      | 6.13%           | 1.45%       | 26.22%                            | 0.09%         | 59.04%        |
| R07  | CSUEU: Clerical/Administrative Support Services | 25.15%      | 5.80%           | 1.45%       | 28.62%                            | 0.28%         | 61.31%        |
| R08  | State University Police Association             | 38.99%      | NA              | 1.45%       | 16.43%                            | 0.20%         | 57.07%        |
| R09  | CSUEU: Technical Support Services               | 25.15%      | 6.02%           | 1.45%       | 20.35%                            | 0.22%         | 53.19%        |
| R11  | Academic Student Employees                      | 25.15%      | 0.28%           | 1.45%       | 0.01%                             | 0.01%         | 26.90%        |

52.86%

## \*Retirement is the rates indicated on HR/Benefits Technical Letter 2015-04 dated July 20, 2015.

Special note for Unit R08: HR/Benefits 2014-02 announced the elimination of employer-paid monthly retirement contributions paid on behalf of SUPA members that are also classified as "new" members by CalPERS, effective July 1, 2014 - this rate is 38.985%