

Cal Poly San Luis Obispo
Fiscal Year 2023/24
Benefit Rates by Bargaining Unit, as a % of salary
(excludes overtime, shift differential, allowances and student pay)
CSU Operating Fund
(updated 8/29/2023)

Unit	Name of Unit	Retirement	Average OASDI (*)	Medicare	Average Health, Dental, Vision	Average Life Insurance	Average Total
C99	Confidential	32.00%	6.20%	1.45%	26.26%	0.08%	65.99%
M80	Management Personnel Plan	32.00%	6.20%	1.45%	17.55%	0.08%	57.28%
R01	Union of American Physicians & Dentists	32.00%	6.20%	1.45%	8.58%	0.01%	48.24%
R02	CSUEU: Health Care Support	32.00%	6.20%	1.45%	30.31%	0.06%	70.01%
R03	CA Faculty Association Employees	32.00%	6.20%	1.45%	24.10%	0.05%	63.80%
R04	Academic Professionals of California	32.00%	6.20%	1.45%	29.55%	0.04%	69.23%
R05	CSUEU: Operations Support Services	32.00%	6.20%	1.45%	44.33%	0.09%	84.07%
R06	State Employee Trades Council	32.00%	6.20%	1.45%	27.69%	0.00%	67.34%
R07	CSUEU: Clerical/Administrative Support Services	32.00%	6.20%	1.45%	36.58%	0.08%	76.31%
R08	State University Police Association	50.00%	n/a	1.45%	27.83%	0.04%	79.33%
R09	CSUEU: Technical Support Services	32.00%	6.20%	1.45%	27.52%	0.05%	67.22%
R11	Academic Student Employees	0.00%	0.00%	1.45%	0.32%	0.00%	1.77%
	All Units						62.55%

(*) OASDI is 6.2% up to \$160,200 in salary with a \$9,932.40 max contribution for calendar year 2023.

NOTE: The analysis above is based on FY 2022-23 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	Confidential Employee
M80	Management Personnel Plan
R01	Physician, Veterinarian
R02	Speech Pathologist, Physical Therapist, Pharmacist, Nutritionist, Licensed Vocational Nurse, Health Educator, Medical Asst., Registered
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, Groundswoker, 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