

FY 2024-25 Benefits Rates Based on Data from FY 2023-24

Unit	Name of Unit	Retirement	Average OASDI	Medicare	Average Health, Dental, Vision	Average Other	Sum Total
C99	Confidential	26.31%	6.21%	1.45%	13.73%	0.54%	48.24%
M80	Management Personnel Plan	26.31%	5.56%	1.45%	17.95%	0.12%	51.39%
R01	Union of American Physicians & Dentists	26.31%	0.00%	1.45%	0.00%	0.00%	27.76%
R02	CSUEU : Health Care Support	26.31%	5.58%	1.45%	17.95%	0.02%	51.31%
R03	CA Faculty Association Employees	26.31%	5.21%	1.45%	18.24%	0.17%	51.38%
R04	Academic Professionals of California	26.31%	6.38%	1.45%	24.60%	0.20%	58.95%
R05	CSUEU : Operations Support Services	26.31%	6.46%	1.45%	45.25%	0.16%	79.63%
R06	State Employee Trades Council	26.31%	7.25%	1.45%	24.52%	0.02%	59.55%
R07	CSUEU : Clerical / Administrative Support Services	26.31%	6.10%	1.45%	29.37%	0.25%	63.48%
R08	State University Police Association	30.72%	0.00%	1.45%	25.21%	0.00%	57.38%
R09	CSUEU : Technical Support Services	26.31%	6.10%	1.45%	22.71%	0.13%	56.69%
R11	Academic Student Employees / Teaching Associates	N/A	N/A	N/A	N/A	N/A	N/A
	Total	26.71%	4.99%	1.45%	21.78%	0.15%	55.07%

Source: Labor Cost Distribution Dashboard

Retirement is the rates indicated on HR/Benefits Technical Letter **2024-25 dated June 11, 2024**.

OASDI is **6.2% up to \$168,600** of salary for a max contribution of **\$10,453.20** in a calendar year.

Medicare is 1.45% of salary.

All other benefits calculations are actual percentages from FY 2023-24.

**Benefits Rates for Additional/Concurrent Appointments
2024/25**

Benefits Rates based on Primary Job Status		
Primary Job	Retirement Plan	Applicable Rates
Full Time	CalPERS	Medicare 1.45%
Less Than Full Time	CalPERS	CalPERS 26.31%, SS 6.2%, Medicare 1.45%
Full Time	PST (Part-time/Seasonal/Temp)	Medicare 1.45%
Less Than Full Time	PST (Part-time/Seasonal/Temp)	Medicare 1.45%
FERP	Non Member	Medicare 1.45%
Public Safety	CalPERS	CalPERS 30.72%, SS 6.2%, Medicare 1.45%

Compensated Absences	
OASDI/Medicare	7.65%
Retirement	29.22%
Total	36.87%
Workers Comp	1.11%
Unemployment	0.50%