

2019/20 BENEFITS RATES

F/T & P/T EMP :	Certificated Employees	Certificated Employees	FT CLASSIFIED	Classified - Grant Funding	CLASSIFIED	Student Employees
	on STRS	NOT on STRS (PARS)	on PERS w/ GL&P	on PERS No GL&P	Not on PERS (PARS)	
Retirement Rate (PERS/STRS)	17.10%		19.721%	19.721%		
Medicare	1.45%	1.45%	1.45%	1.45%	1.45%	
FICA			6.20%	6.20%		
SUI	0.05%	0.05%	0.05%	0.05%	0.05%	
Worker's Comp	1.60%	1.60%	1.60%	1.60%	1.60%	1.60%
General Liability and Property (excludes resource 1190)	1.60%	1.60%	1.60%		1.60%	1.60%
OPEB	0.20%	0.20%	0.20%	0.20%	0.20%	0.20%
Total Percentages:	22.00%	4.90%	30.821%	29.221%	4.900%	3.40%

PT Faculty Contract Increase 2.50%
FT Faculty & Classified/Management, Contract Increase 2.0%

*Medi, SUI, GL&P, OPEB assumed 2016/17 rates
Contract Increase same as 2016/17

Object Code	Object Code	Object Code	Description	Percentage
Instructional	Classified	Academic Admin		
3110	3120	3130	STRS	17.100%
3210	3220	3230	PERS	19.721%
3310	3320	3330	FICA	6.20%
3315	3325	3335	MEDICARE	1.45%
3410	3420	3430	Health & Welfare	see below
3450	3460	3470	OPEB, TEACHERS AND AIDES	0.20%
3510	3520	3530	SUI	0.05%
3610	3620	3630	WORKER'S COMP	1.60%
5421	5421	5421	GL&P (excludes resource 1190)	1.60%

Health & Welfare benefits calculation for new positions	2019/20 Rate
Employee Ben - Delta	1,382.40
Employee Ben - HN	29,843.70
Employee Ben - Kaiser	23,015.20
Employee Ben - PPO	35,182.60
Employee Ben - Jefferson	105.00

**Standard H&W with Jefferson Pilot Life, Delta Dental and RCCD	\$ 36,670.00
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