

**University Enterprises Corporation at California State University - San Bernardino**

**Fringe Benefit Rates - - Effective July 1, 2017 for FY 2017-2018**

Non-Clerical Employees (UEC)					Clerical Employees (UEC)				
Full Time "Benefited"	%	Less than 20 hrs per wk "Faculty or Non-Benefited"	%	More than 20 hrs + per wk (not full time) "Benefited"	%	Full Time "Benefited"	%	Less than 20 hrs per wk "Non-Benefited"	%
FICA	7.65	FICA	7.65	FICA	7.65	FICA	7.65	FICA	7.65
Retirement	18.18	Retirement		Retirement	18.18	Retirement	18.18	Retirement	
*Health, Dental, Vision	32.00	Health		*Health, Dental, Vision	32.00	*Health, Dental, Vision	32.00	Health	
		Dental						Dental	
		Vision						Vision	
Life	0.50	Life		Life	0.50	Life	0.50	Life	
Unemployment	0.88	Unemployment	0.88	Unemployment	0.88	Unemployment	0.88	Unemployment	0.88
Worker's Comp	0.994	Worker's Comp	0.994	Worker's Comp	0.994	Worker's Comp	0.418	Worker's Comp	0.418
<b>Total Full Time "Benefited"</b>	<b>60.21</b>	<b>Total Part Time "Non-Benefited"</b>	<b>9.52</b>	<b>Total Part Time + "Benefited"</b>	<b>60.21</b>	<b>Total Full Time "Benefited"</b>	<b>59.63</b>	<b>Total Part Time "Non-Benefited"</b>	<b>8.95</b>

Students (UEC)				Management (CSUSB)	Faculty (CSUSB)	Staff (CSUSB)
UG & Grad Students	%	Average Student Pay Range	Working w/ children %	Management	Faculty	Staff
FICA	7.65	<b>UG Range:</b>	7.65	\$80,000 - \$100,000 +	\$60,000 - \$80,000 +	\$50,000 - \$80,000 +
Retirement		\$10.50 - \$14.00 p/hr		51%	48%	71%
Health						
Dental		<b>Grad Range:</b>		\$60,000 - \$79,999	\$50,000 - \$59,999	\$30,000 - \$49,999
Vision		\$12.00 - \$21.00 p/hr		51%	48%	71%
Life						
Unemployment	0.88	AY Max 20 hrs p/w	0.88	\$40,000 - \$59,999	\$38,000 - \$49,999	\$20,000 - \$29,999
Worker's Comp	.42/.994	Breaks & Summers	3.660	51%	48%	71%
<b>Total AY &amp; Summer Rate</b>	<b>8.53</b>	Max 40 hrs per week	<b>12.19</b>			
<b>*Health, dental, vision benefits is calculated based on \$4000 salary.</b>				<b>Faculty Summer &amp; Overload Rate = 10.36%</b>		
<b>Minimum Rate (UEC) is \$10.50 per hr.</b>				<b>Hourly Rate Calculation: Annual Salary / 1440 = Hourly \$ Rate</b>		
<b>State Mileage Re-Imbursement Rate: 0.535 cents per mile (0.17 cents per mile for medical/moving purposes)/UEC Mileage Re-Imbursement Rate: 0.535</b>				<b>Lecturer Part-Time Rate = 15%</b>		