



CAL POLY POMONA

Budget Services

(909) 869-5413

MEMORANDUM

Date: February 26, 2008

To: Campus Community

From: Mark Lopez
Director, Budget Services

Subject: 2007/08 Benefits Billing Rates

In order to recover the full costs related to services provided to non-state entities, CSU campuses are required to charge full costs of benefits to the non-state entities. These charges are to be applied in all cases except where statute prohibits full cost recovery. Full cost of goods or services includes all costs attributable to the activity, plus a fair share of indirect costs that can be reasonably added to the goods or services provided.

The table below illustrates the benefits rate to be used as a percent of an employee's salary. Most Cal Poly Pomona University employees are classified in the Miscellaneous Tier I Category, so unless the employee is a Unit 8 or Police Dept Director (MPP) or Lieutenant, the Tier I retirement rate should be applied for costs related to 2007/08 benefits. This cost has been identified as 37.975%. Please contact me if you have any questions. Thank you.

Benefits Rate	
Retirement	<u>2007/08</u>
Peace Officer/Firefighter	33.552%
MPP Directors & Lt's	25.552%
Miscellaneous Tier I	16.633%
Medicare	1.450%
OASDI	<u>6.200%</u>
Subtotal Compensation-Related Benefits	24.283%
Health Benefits	11.617%
Dental Benefits	1.497%
Vision Benefits	0.174%
Life Benefits	0.112%
LTD Benefits	0.038%
Flex Cash Benefits	<u>0.254%</u>
Subtotal Other Benefits	<u>13.692%</u>
Grand Total Misc Tier I Benefits % of S&W	37.975%