

University Enterprises Corporation at California State University - San Bernardino
Fringe Benefit Rates - - Effective January 1, 2019 for FY 2019-2020

Non-Clerical Employees (UEC)					Clerical Employees (UEC)				
Full Time "Benefited"	%	Less than 20 hrs per wk "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	16.896	Retirement		Retirement	16.896	Retirement	16.896	Retirement	
*Health, Dental, Vision	0.33	Health		*Health, Dental, Vision	0.33	*Health, Dental, Vision	0.33	Health	
		Dental						Dental	
		Vision						Vision	
Life	0.30	Life		Life	0.30	Life	0.30	Life	
Unemployment	0.00	Unemployment	0.00	Unemployment	0.00	Unemployment	0.00	Unemployment	0.00
Worker's Comp	0.99	Worker's Comp	0.99	Worker's Comp	0.99	Worker's Comp	0.385	Worker's Comp	0.385
Total Full Time "Benefited"	26.166	Total Part Time "Non-Benefited"	8.640	Total Part Time + "Benefited"	26.166	Total Full Time "Benefited"	25.561	Total Part Time "Non-Benefited"	8.035

Students (UEC)				Management (CSUSB)	Faculty (CSUSB)	Staff (CSUSB)
UG & Grad Students	%	Average Student Pay Range	Working w/ children %	Management	Faculty	Staff
FICA	7.65	UG Range:	7.65	\$80,000 - \$100,000 +	\$60,000 - \$80,000 +	\$50,000 - \$80,000 +
Retirement		\$11.00 - \$14.00 p/hr		51%	48%	70%
Health						
Dental		Grad Range:		\$60,000 - \$79,999	\$50,000 - \$59,999	\$30,000 - \$49,999
Vision		\$12.00 - \$21.00 p/hr		51%	48%	70%
Life						
Unemployment	0.00	AY Max 20 hrs p/w	0	\$40,000 - \$59,999	\$38,000 - \$49,999	\$20,000 - \$29,999
Worker's Comp	.385/.99	Breaks & Summers	2.79	51%	48%	70%
Total AY & Summer Rate	7.65	Max 40 hrs per week	10.44			
*Health, dental, vision benefits is calculated based on \$4000 salary.				Faculty Summer & Overload Rate = 10.36%		
Minimum Rate (UEC) is \$12.00 per hr. Effective 1/1/2019				Hourly Rate Calculation: Annual Salary / 1440 = Hourly \$ Rate		
State Mileage Re-Imbursement Rate: 0.58 cents per mile (0.20 cents per mile for medical/moving purposes)/UEC Mileage Re-Imbursement Rate: 0.58 (Effective 1/1/19)				Lecturer Part-Time Rate = 15%		