

**CSUSB Budget Office  
Fiscal Year 2026-27  
Average Benefit Rates by Bargaining Unit**

<u>Union Code</u>	<u>Description</u>	<u>Rate</u>
<b>C99</b>	Confidential Classes	<b>72%</b>
<b>M80</b>	Management	<b>59%</b>
<b>R01</b>	Physicians	<b>50%</b>
<b>R02</b>	Health Care Support	<b>69%</b>
<b>R03</b>	Faculty	<b>50%</b>
<b>R04</b>	Academic Support Unit	<b>71%</b>
<b>R05</b>	Operations and Support Services	<b>82%</b>
<b>R06</b>	Skilled Crafts	<b>79%</b>
<b>R07</b>	Clerical & Administrative Support Svcs.	<b>73%</b>
<b>R08</b>	Public Safety	<b>67%</b>
<b>R09</b>	Technical & Support Services	<b>69%</b>
Change to Existing position (Reclass/IRP/New employee)		<b>39.07%</b>

*For all New/Updated Positions **EFFECTIVE JULY 1, 2026***

*Benefit Rate as a % of salary*

*Excludes overtime, shift differential, and term pay.*

Used average rate for R08