



The University Corporation
San Francisco State

Room ADM 361
1600 Holloway Ave.
San Francisco, CA 94132

ucorp.sfsu.edu

Benefit Burden Rates Effective January 1, 2016 (PROPOSED)

PeopleSoft Sub code	250950	250952	250956	250957	250958	250953	250951	250959	250960	250963	250966	250967
Components	Class 1	Class 2	Class 3	Class 4	Class 6	Class 7	Class 10	Class 12	Class 13	Class 16	Class 17	Class 18
FICA	7.65%	7.65%	7.65%			7.65%	7.65%			7.65%	7.65%	
SUI	2.50%	2.50%	2.50%			2.50%	2.50%			2.50%	2.50%	
SDI	0.90%	0.90%	0.90%			0.90%	0.90%			0.90%	0.90%	
Workers' Comp	1.60%	1.60%	1.60%	1.60%	1.60%	1.60%	1.60%	1.60%	1.60%	1.60%	1.60%	1.60%
Health/Dental	24.39%	24.39%				24.39%	24.39%	24.39%	24.39%			
Vision	0.50%	0.50%				0.50%	0.50%	0.50%	0.50%			
Life Insurance	0.50%	0.50%				0.50%	0.50%	0.50%	0.50%	0.50%	0.50%	0.50%
Vacation Leave		6.76%				6.76%		6.76%	6.76%	6.76%	6.76%	6.76%
Sick Leave	4.65%	4.65%				4.65%	4.65%	4.65%	4.65%	4.65%	4.65%	4.65%
TIAA/Retirement						5.00%	5.00%		5.00%		5.00%	
Current rates	42.69%	49.45%	12.65%	1.60%	1.60%	54.45%	47.69%	38.40%	43.40%	24.56%	29.56%	13.51%
Prior rates	42.70%	47.80%	13.35%	2.20%	2.20%	52.80%	47.70%	36.65%	41.65%	21.30%	26.30%	10.15%
Change in Rates	-0.01%	1.65%	-0.70%	-0.60%	-0.60%	1.65%	-0.01%	1.75%	1.75%	3.26%	3.26%	3.36%

- Class 1 Faculty – 9 month class, appointed 6 months or more
- Class 2 Regular employee (including 12 month faculty and students/non-FICA exempt appointed 6 months or more)
- Class 3 Intermittent employee (temporary)
- Class 4 Intermittent employee – non-citizen (F or J Visa)
- Class 6 Intermittent SFSU student employee – FICA exempt, appointed less than 50% time
- Class 7 Regular employee (same as Class 2) with voluntary retirement
- Class 10 Faculty – 9 month class, appointed 6 months or more with voluntary retirement
- Class 12 Regular employee (same as Class 7) but FICA exempt with an F or J Visa without voluntary retirement
- Class 13 Regular employee (same as Class 12) but FICA exempt with an F or J Visa with voluntary retirement
- Class 16 Regular employee, no health, dental, or vision; must complete waiver
- Class 17 Regular employee, no health, dental, or vision (same as Class 16) with retirement benefits; must complete waiver
- Class 18 Regular employee – non-citizen (F or J Visa), no health, dental, or vision; must complete waiver