

For Planning Purposes Only
(Subject to Change)

Pending DHHS Approval

		Campus Rates		Estimated Rates (for C&G)				
		FY19	FY20	FY21	FY22	FY23	FY24	
		Campus Employee Groups						
		For Employees with Full Benefits						
1	Faculty	34.3%	35.0%	36.1%	37.1%	38.2%	39.4%	
2	Other Academic	44.9%	45.8%	47.2%	48.6%	50.0%	51.5%	
3	Post Doc	23.7%	24.3%	25.0%	25.8%	26.6%	27.3%	
4	HCOMP Faculty/Physician (MSP)/Law Faculty/Police	25.7%	26.2%	27.0%	27.8%	28.6%	29.5%	
5	Staff Exempt	42.8%	43.6%	44.9%	46.3%	47.6%	49.1%	
6	Staff Non-Exempt	51.0%	52.1%	53.7%	55.3%	56.9%	58.6%	
7	Food-Custodian-Grounds-Building Maintenance Workers	71.1%	72.8%	75.0%	77.2%	79.6%	81.9%	
		For Employees with Less than Full Benefits and Students						
8	Faculty Summer Salary	9.5%	9.5%	9.8%	10.1%	10.4%	10.7%	
9	Students and Employees with No Eligibility	2.3%	2.3%	2.4%	2.4%	2.5%	2.6%	
10	Partial Benefit Eligibility	10.6%	10.8%	11.1%	11.5%	11.8%	12.2%	

UCI CAMPUS CBR

Attachment III

Below are the possible CBR groups and field requirements for determining the appropriate CBR group.

CBR Group	Empl Class	Elig Config 1	FLSA Status	Job Code	DOS Codes
Faculty – Not HCOMP (Full Benefits)	9 – Academic-Faculty	Full Full Override	-	-	-
Faculty – HCOMP (Full Benefits)	9 – Academic-Faculty	Full Override	-	All HCOMP Job Codes	-
Other Academic (with Full Benefits)	10 – Academic: Non-Faculty 22 – Academic/Faculty Admin	Full Full Override	-	-	-
Staff – Exempt (with Full Benefits)	1 – Staff: Contract 2 – Staff: Career 7 – Staff: Partial Year Career	Full Full Override	Exempt	-	-
Staff – Non-Exempt (with Full Benefits)	1 – Staff: Contract 2 – Staff: Career 7 – Staff: Partial Year Career	Full Full Override	Non-Exempt	-	-
Students – Graduate/Undergraduate	5 – Student: Casual/Restricted 11 – Academic: Academic Student	-	-	-	-
Post Docs	23 – Academic: Post Docs	-	-	-	-
Physician (MSP)/Law Faculty/Police (with Full Benefits)	1 – Staff: Contract 2 – Staff: Career 8 – Staff: Floater 9 – Academic: Faculty 22 – Academic: Deans/Faculty Admin	Full Full Full Full Full		See Table 3 for "Physician(MSP/Law Faculty/Police" and "Food-Custodian-Grounds-Building Maintenance Workers" Title Codes	
Faculty/Staff (partial benefit eligibility)	1 – Staff: Contract 2 – Staff: Career 3 – Academic: Recall 4 – Staff: Limited 7 – Staff: Partial Year Career 8 – Staff: Floater 9 – Academic: Faculty 10 – Academic: Non-Faculty 15 – Staff: Rehired Retiree 22 – Academic: Deans/Faculty Admin	Core Core Override Mid Mid Override	-	-	-
Faculty/Staff (not eligible for benefits)	6 – Staff: Per Diem 21 – Academic: Emeriti	None None Override	-	-	-
Faculty Summer Salary	9 – Academic: Faculty		-	-	ACA, ACM, ACR, SSC

Table 1: Employee Class

Current List of Employee Classes (along with potential benefits eligible/CBR group)

Empl Class	Description	Benefits Eligible	Possible CBR Groups*
1	Staff: Contract	Full, Mid, Core	<ul style="list-style-type: none"> • Staff – Exempt • Staff – Non-Exempt • Staff/Faculty – Partial Benefits
2	Staff: Career	Full, Mid, Core	<ul style="list-style-type: none"> • Staff – Exempt • Staff – Non-Exempt • Staff/Faculty – Partial Benefits
3	Academic: Recall	Core	<ul style="list-style-type: none"> • Staff/Faculty – Partial Benefits
4	Staff: Limited	Mid, Core	<ul style="list-style-type: none"> • Staff/Faculty – Partial Benefits
5	Student: Casual/Restricted	None	<ul style="list-style-type: none"> • Students
6	Staff: Per Diem	None	<ul style="list-style-type: none"> • Staff/Faculty – Not Benefits Eligible
7	Staff: Partial Year Career	Full, Mid, Core	<ul style="list-style-type: none"> • Staff – Exempt • Staff – Non-Exempt • Staff/Faculty – Partial Benefits
8	Staff: Floater	Full, Mid, Core	<ul style="list-style-type: none"> • Staff – Exempt • Staff – Non-Exempt • Staff/Faculty – Partial Benefits
9	Academic: Faculty	Full, Mid, Core	<ul style="list-style-type: none"> • Faculty Non-HSCP • Faculty HSCP • Staff/Faculty – Partial Benefits
10	Academic: Non-Faculty	Full, Mid, Core	<ul style="list-style-type: none"> • Other Academic • Staff/Faculty – Partial Benefits
11	Academic: Academic Student	None	<ul style="list-style-type: none"> • Students
13	Staff: Contingent Workers	None	<ul style="list-style-type: none"> • Not Applicable
14	Academic: Contingent Workers	None	<ul style="list-style-type: none"> • Not Applicable
15	Staff: Rehired Retiree	Core	<ul style="list-style-type: none"> • Staff/Faculty – Partial Benefits
20	Academic: Conversion	TBD	<ul style="list-style-type: none"> • TBD
21	Academic: Emeriti	None	<ul style="list-style-type: none"> • Not Applicable
22	Academic: Deans/Faculty Admin	Full, Mid, Core	<ul style="list-style-type: none"> • Other Academic • Staff/Faculty – Partial Benefits
23	Academic: Post Docs	Post Doc	<ul style="list-style-type: none"> • Post Docs

Table 2: Eligibility Configuration 1

Possible values of Eligibility Configuration 1 (along with brief description of initial and continuing requirements)

Benefits Package	Initial Requirements	Continuing Requirements
Full	Member of a UC-sponsored defined benefit retirement plan AND An appointment that is 50% or more for 12 or more months OR 1,000 Eligible hours worked in a rolling 12-month period, including previous UC employment	Minimum 17.5 hours/week or 43.75% average paid time (APT) over rolling 12 month period
Mid-Level	NOT a member of a UC-sponsored defined benefit retirement plan AND Minimum 50% appointment for 12 months or more OR An appointment that is 100% for 3 or more months (but less than 12 months)	Minimum 17.5 hours/week or 43.75% average paid time (APT) over rolling 12 month period
Core	Minimum 43.75% appointment for any duration	Minimum 17.5 hours/week or 43.75% average paid time (APT) over rolling 12 month period
None	Employee is ineligible for Health and Welfare Benefits because of excluded appointment type or does not meet the BELI 1 – 4 requirement: <ul style="list-style-type: none"> Appointed less than 43.75% and/or average paid time (APT) is less than 17.5 hours/week or 43.75%/month "Casual restricted" or student reserved position "Per diem" appointment "By Agreement" appointment without pay related to time on pay status "Without salary" appointment 	N/A
Post-Doctoral Benefits	EMPL_CLASS = 23	

Table 3: Physician (MSP level)/Law Faculty/Police and Food-Custodian-Grounds-Building Maintenance Workers Title Codes

Title Codes	Title Name	Employee Group
0477	POLICE LIEUTENANT MSP	Police
0478	POLICE CHF	Police
5313	POLICE SERGEANT	Police
5323	POLICE OFCR	Police
5324	POLICE TRAINEE	Police
1180	PROF-AY-LAW	Law Faculty
1182	ACT PROF-AY-LAW	Law Faculty
0768	PHYSCN DIPLOMATE SR	Physician (MSP level)
0769	PHYSCN SR	Physician (MSP level)
0770	ASC PHYSCN DIPLOMATE	Physician (MSP level)
0771	ASC PHYSCN	Physician (MSP level)
0772	AST PHYSCN	Physician (MSP level)
0779	STF PHYSCN	Physician (MSP level)
4156	CUSTODIAN SR SUPV NEX	Food-Custodian-Grounds-Building Maintenance Workers
5100	CUSTODIAN PD	Food-Custodian-Grounds-Building Maintenance Workers
5111	CUSTODIAN SR SUPV	Food-Custodian-Grounds-Building Maintenance Workers
5112	CUSTODIAN SUPV	Food-Custodian-Grounds-Building Maintenance Workers
5113	CUSTODIAN LD	Food-Custodian-Grounds-Building Maintenance Workers
5116	CUSTODIAN SR	Food-Custodian-Grounds-Building Maintenance Workers
5117	CUSTODIAN	Food-Custodian-Grounds-Building Maintenance Workers
5119	CUSTODIAN AST SUPV	Food-Custodian-Grounds-Building Maintenance Workers
5421	DIETITIAN PD	Food-Custodian-Grounds-Building Maintenance Workers
5424	DIETITIAN SR	Food-Custodian-Grounds-Building Maintenance Workers
5426	DIETITIAN 2	Food-Custodian-Grounds-Building Maintenance Workers
5522	COOK SR	Food-Custodian-Grounds-Building Maintenance Workers
5523	COOK	Food-Custodian-Grounds-Building Maintenance Workers
5524	COOK AST	Food-Custodian-Grounds-Building Maintenance Workers
5651	FOOD SVC WORKER SR	Food-Custodian-Grounds-Building Maintenance Workers
5652	FOOD SVC WORKER	Food-Custodian-Grounds-Building Maintenance Workers
7886	DIETITIAN 1 EX	Food-Custodian-Grounds-Building Maintenance Workers
8075	LABORER LD	Food-Custodian-Grounds-Building Maintenance Workers
8076	LABORER	Food-Custodian-Grounds-Building Maintenance Workers
8083	TREE TRIM	Food-Custodian-Grounds-Building Maintenance Workers
8132	GROUNDSKEEPER LD	Food-Custodian-Grounds-Building Maintenance Workers
8133	GROUNDSKEEPER	Food-Custodian-Grounds-Building Maintenance Workers
8208	BLDG MAINT SUPV	Food-Custodian-Grounds-Building Maintenance Workers
8210	BLDG MAINT SUPV SR	Food-Custodian-Grounds-Building Maintenance Workers
8211	BLDG MAINT WORKER LD	Food-Custodian-Grounds-Building Maintenance Workers
8212	BLDG MAINT WORKER SR	Food-Custodian-Grounds-Building Maintenance Workers
8213	BLDG MAINT WORKER	Food-Custodian-Grounds-Building Maintenance Workers

Attachment IV

ERN Codes Excluded from CBR

Earnings Code	Earnings Code Description
AAP	Academic Award Program
ANN	Annuity Payments
AWD	Award Payment
B2B	Benefits Billing
BON	Bonus
BYH	ACA Earnings
CBB	Donate Cat Leave Bal to Bank
CBE	Donat Cat Leav Bal to Employee
CBN	Collective Bargaining-Flat Amt
CCA	Child Care Assistance
CDB	Cat Leave Donation to Bank
CDE	Cat Leave Donation to Employee
CNB	Coach Non-Base (Coach NB)
CRB	Cat Leave Received from Bank
CRE	Cat Leave Received from Employ
CTA	Compensatory Time-Accrued
EAA	Employee Auto Allowance
ERT	ERIT-Regular
ETI	Tip-Income
ETR	Tip-Reporting
FMV	Fair Market Value - Taxable
FRA	Faculty Recruitment Allowance
FSA	FSA Unsub Claim
GAP	Unpaid Cap Gap
HCE	Holiday-Comp-Time-Earned
HFE	Holiday-Float-Comp-Time-Earned
HSG	Housing Allowance
HSZ	HLTH Sciences-Z (General)
HZA	HLTH Sciences-Z (Admin)

Earnings Code	Earnings Code Description
HZC	HLTH Sciences-Z (Clinical)
HZO	HLTH Sciences-Z (Outside Act)
ICP	Incentive Pay
ITL	Involuntary Term-Lump Sum
ITP	Involuntary Term-Pay In Lieu
ITR	Involuntary Term-Regular
ITS	Involuntary Term-Severance
LFN	Leave-No Pay-FMLA - Hourly
LNF	Leave-No Pay-FMLA Salaried
LNP	Leave-No Pay Salaried
LPN	Leave-No Pay Hourly
LVC	Leave-No Pay-Curtailment Sal
LVN	Leave-No Pay-Curtailment Hrly
MOV	Moving Expenses-Pay
MVE	Moving Expenses-Imputed
NCA	Noncash Award
OVP	Overpayment
PDA	Award-Professional Development
PDE	Paid Direct-Earnings
PEI	In Lieu-Endorsment-3rd Party
PFM	Perq-House-Meal-Memo
PQT	Perq-House-Meal-Taxable
PRQ	Perq-House-Meal-Deduction
RIP	Relocation Payment
RPL	Phased Retirement-Lump
RPS	Phased Retirement-Shift
RPT	Phased Retirement-Regular
RPY	Retention Pay

Earnings Code	Earnings Code Description
SHB	Shift Bonus
SLA	Sick Leave-Accrued
SPI	Staff Physician Pay-Incentive
TFB	Taxable Fringe Benefit
TID	Travel of Indefinite Duration
TUI	Tail Insurance Premium
TPR	Tax Prep Reimbursement
TRM	Terminal Vacation-Pay
UNI	Uniform Allowance-Nontaxable
UNT	Uniform Allowance-Taxable
URL	UCPATH Relocation Pay
VAC	Vacation Leave-Used Salaried
VCN	Vacation Leave-Used Hourly
VLA	Vacation Leave-Accrued
VLC	Catastrophic Leave Taken Sal
VLN	Catastrophic Leave Taken Hrly
VTL	Voluntary Term-Lump Sum
VTR	Voluntary Term-Regular
VTS	Voluntary Term-Severance
WCN	Workers Comp - No Pay
WNP	Workers' Comp Without Pay
WOS	Without Salary
XCE	Clinical ENT MGMT Recognition
XCI	Clinical Incentive Plan
XSC	Star Spot Award Central
XSL	Star Award Local
XTI	Treasurers Incentive Award
XUI	UC Incentive Program

NOTE: This list may be modified by the time UC Path is implemented