

Composite Benefits Rate Budget Planning Guide

Business & Financial Services | Costing & Policy
University of California, Merced

Planning Guide for Fiscal Years 2017/18 & 2018/19

In January 2018, UC Merced transitioned to a composite method for the assessment of fringe benefit costs. This move to composite benefit rates is a positive step forward in strengthening UC Merced's financial management by providing a predictable means to expense and project employee fringe benefit costs.

To assist in the budget planning process when budgeting for CBRs on both Institutional and Sponsored funds, the following guide has been created. As updates are received from UCOP regarding our proposed rates, this document will be amended.

Composite Benefit Rates by Benefit Type

Composite Benefit Rates are standard benefit rates developed each fiscal year and are used for business transactions containing a fringe benefit component. In the table below, please find the rate component details for the approved FY2017/18 & FY2018/19 CBRs. These rates have been computed to minimize fund variances, while ensuring simplicity and compliance with the UC Systemwide CBR model.

Fiscal Year 2017/18 CBR Component Details					
Fringe Benefit	Faculty & Post-Docs	Academic & Exempt Staff	Limited Benefits Eligibility	Non-Exempt Staff	Food, Custodial, & Grounds
Benefits Administration	0.17%	0.18%	0.00%	0.17%	0.18%
Dental Benefits	1.02%	1.28%	0.01%	2.03%	3.41%
Disability	0.10%	0.10%	0.00%	0.17%	0.23%
Employee Support Programs	0.08%	0.09%	0.08%	0.08%	0.08%
FICA Tax	6.56%	7.44%	1.48%	7.49%	7.74%
Incentive Award Programs	0.00%	0.00%	0.00%	0.00%	0.00%
Life Insurance	0.06%	0.07%	0.00%	0.11%	0.15%
Medical Benefits	13.75%	15.58%	0.94%	26.53%	47.49%
Retiree Health Benefits	2.60%	2.97%	0.04%	2.87%	2.94%
Retirement Benefits	13.70%	15.55%	0.73%	15.09%	15.96%
Senior Mgmt. Supplement	0.00%	0.17%	0.00%	0.00%	0.00%
Unemployment Insurance	0.18%	0.18%	0.13%	0.19%	0.28%
Vision Benefits	0.17%	0.19%	0.00%	0.32%	0.44%
Worker's Comp.	1.16%	1.31%	1.36%	1.48%	2.77%
Total Fringe Benefits	39.6%	45.1%	4.8%	56.5%	81.7%

Fiscal Year 2018/19 CBR Component Details					
Fringe Benefit	Faculty & Post-Docs	Academic & Exempt Staff	Limited Benefits Eligibility	Non-Exempt Staff	Food, Custodial, & Grounds
Benefits Administration	0.17%	0.18%	0.00%	0.17%	0.18%
Dental Benefits	1.02%	1.28%	0.01%	2.03%	3.41%
Disability	0.10%	0.10%	0.00%	0.17%	0.23%
Employee Support Programs	0.08%	0.09%	0.08%	0.08%	0.08%
FICA Tax	6.56%	7.44%	1.48%	7.49%	7.74%
Incentive Award Programs	0.00%	0.00%	0.00%	0.00%	0.00%
Life Insurance	0.06%	0.07%	0.00%	0.11%	0.15%
Medical Benefits	14.29%	16.20%	0.97%	27.58%	49.37%
Retiree Health Benefits	2.73%	3.12%	0.05%	3.01%	3.09%
Retirement Benefits	14.95%	16.97%	0.80%	16.47%	17.42%
Senior Mgmt. Supplement	0.00%	0.17%	0.00%	0.00%	0.00%
Unemployment Insurance	0.18%	0.18%	0.13%	0.19%	0.28%
Vision Benefits	0.17%	0.19%	0.00%	0.32%	0.44%
Worker's Comp.	1.16%	1.31%	1.36%	1.48%	2.77%
Total Fringe Benefits	41.5%	47.3%	4.9%	59.1%	85.2%

Employee Group Identification

With the UC Systemwide model, Composite Benefit Rates (CBR) are assessed on employee salaries by looking at an employee's job code, earn code, benefits-eligibility, and Fair-Labor Standards Act designation. To easily identify the rate that an employee will be assessed benefits at, the matrix below has been provided. Starting with Step #1, please work through the matrix on the next page to identify the appropriate group that corresponds with the employee.

CRITERIA								Group
STEP	Earn Code	Job Code	CTO-OSC Code	Title Class	Benefits Eligibility	FLSA		
1	AAC, ACA, ACM, ACR, AFR, APA, ARC, SSC, STS	→	→	→	→	→	LMTD	
2		3252, 3253, 3254	→	→	→	→	FAC & PDOC	
3		4740, 4919, 4920, 4921, 4922, 4923, 4924, 4925, 4926	OR CTO-OSC 4 <i>(excl. Title 3253, 3254)</i>	→	→	→	LMTD	
4		1068, 1069, 1077, 1099, 1650, 3700	OR CTO-OSC 0, 1, 2, 3	*	&	Full Benefits Eligibility	→	FAC & PDOC
5			CTO-OSC 5, 6, 7, 8, 9, 5 <i>(excl. Step 4 Titles, 3252)</i>	*	&	Full Benefits Eligibility	→	ACAD & EXPT STF
6				C10, C15, C20, G15, G35		Full Benefits Eligibility	→	FOOD/ CUST/ GRNDS
7						Partial or No Benefits Eligibility	→	LMTD
8						Full Benefits Eligibility	& Exempt	ACAD & EXPT STF
9						Full Benefits Eligibility	& Non-Exempt	NON- EXPT STF

Step	Description	Employee Group
1	Faculty Summer Salary	Limited Benefits Eligibility
2	Post-Doctoral Scholars	Faculty & Post-Doctoral Scholars
3	Undergraduate & Graduate Students	Limited Benefits Eligibility
4	Faculty - Full Benefits	Faculty & Post-Doctoral Scholars
5	Other Academics - Full Benefits	Academic & Exempt Staff
6	Food, Custodial, and Grounds	Food, Custodial, and Grounds
7	Employees with Partial or No Benefits	Limited Benefits Eligibility
8	Exempt Staff - Full Benefits	Academic & Exempt Staff
9	Non-Exempt Staff - Full Benefits	Non-Exempt Staff

rev. - 04/2018

Exclusions from Composite Benefit Rates

Some fringe costs that carry special costing circumstances are excluded from the Composite Benefits Rate calculation and should continue to be budgeted and expensed by direct charging the funding sources. In the table below, the excluded fringe costs have been identified to ensure the appropriate budgeting measures.

Earn Codes

As these earn codes represent fringe benefits that are currently treated as “salaries”, they are excluded from the CBR calculation and should be budgeted accordingly.

<i>Benefit Type</i>	<i>Earn Code</i>	<i>Description</i>	<i>Earn Code</i>	<i>Description</i>
Incentive Pay & Award Payments	AWD	Incentive Award	PAA	Apps Achievement Award
	EIA	Executive Incentive Award	SMA	Santa Monica Maritz Award
	IAP	Incentive Award Program	TIA	Team Incentive Award
	LSI	Lump Sum Incentive	TIL	Team Incentive Award - Local
	NRP	Nurses Retention Program	UIA	UCPath Incentive Award
Annuity Payments	BAA	By-Agreement Annuity		
Bonus	ABL	Student Bonus – Local	HBO	Hiring Bonus
	BOA	Anniversary Bonus	RFB	Referral Bonus
	BON	Bonus (Hire & Refer)	SGB	Sign-On Bonus
	ERB	ERIT - Stipend		
Child Care Assistance	BXC	Student EE Childcare		
ACA Earnings	BYH	By-Agreement Hours		
Shift Bonus	CSB	Cytogenetic Shift Bonus		
Compensatory Time	CTA	Compensatory Time – Accrued		
Employee Auto Allowance	EAA	Senior Management Auto Allowance		
Housing Allowance	BHA	By-Agreement Housing Allowance	EHA	Employee Housing Allowance
	CHA	Chancellor – Housing Allowance		
ERIT	ERT	Employee Reduction in Time		
Tips	ETB	Emp. Tips by Agreement	ETR	Employee Tips Reported
Acad. Award Program	LAA	Local Academic Award		
Faculty Recruitment	FHA	Faculty Housing Allowance		
Health Sciences	HSB	Health Sciences – Addl. Base>.3	HZS	HS Comp. Plan Stipend
	HSS	Health Sciences – Addl. Base>.3	ZDN	Health Sciences – Delta Z-N
Involuntary Termination	ITL	Involuntary Termination – Lump Sum	ITR	Involuntary Termination – Regular Pay
	ITP	Involuntary Termination – Pay in Lieu		
Severance	ITS	Involuntary Term. – Severance	SVX	Severance Pay
	SEV	Severance Pay	SVM	Severance Pay – Health Sciences
	SVE	Severance Pay - Executive		
Leave – No Pay	LNP	Leave Without Pay	RSA	Regular Pay – Prof. - Suspense
	RES	Regular Pay - Suspense		

<i>Benefit Type</i>	<i>Earn Code</i>	<i>Description</i>	<i>Earn Code</i>	<i>Description</i>
Moving Expenses	MOV	Moving Expense – Pay	MVE	Moving Expense - Imputed
Non-Cash Award	NCA	Non-Cash Award		
Award – Professional Development	PDA	Professional Development Awards		
Paid Direct – Earnings	PDE	PDS Paid – Direct Ext. Pay		
In Lieu Endorsement	PEI	In Lieu Endorsement – 3 rd Party		
Perquisite – House/Meal - Memo	PFM	Perquisite – Free Meal	PRM	Perquisite – Memo
Staff				
Physician Pay - Incentive	PNZ	Physician Incentive Pay		
Perquisite – House/Meal – Taxable	PQX	Perquisite – Housing – Taxable	PRT	Perquisite – Taxable
Perquisite – House/Meal - Deduction	PFQ	Perquisite – Free Meal – Deduction	PRQ	Perquisite – Deduction
Relocation	RIP	Relocation Incentive Payment	RIS	Relocation Incentive – SPTAX
Phased Retirement	RPL	Phased Retirement – Lump	RPT	Phased Retirement – Regular
	RPS	Phased Retirement – Shift		
Accrued Sick Leave	SLA	Sick Leave - Accrued		
Travel	TID	Travel of Indefinite Duration		
Tail Insurance Premium	TIP	Tail Insurance Premium Payment		
Tax Prep.	TPR	Tax Preparation Reimbursement		
Fair Market Value – Taxable	AAA	Athletics Auto Allowance	TPT	Transit Pass - Taxable
	THR	Temporary Housing Reimbursement		
Terminal Vacation Pay	TRM	Terminal Vacation Pay – Auto	TVP	Terminal Vacation Pay
	TVM	Terminal Vacation – Med. Ctr.		
Uniform Allowance	UNI	Uniform Allowance – Non-Taxable	UNT	Uniform Allowance - Taxable
UCPath Relocation	URL	UCPath Relocation Pay		
Vacation Leave	FUT	Furlough Leave Taken	VLA	Vacation Leave – Accrued
	TVL	Temporary Vacation Leave	VLC	Vacation Leave – Catastrophic
	VAC	Vacation Taken		
Voluntary Termination	SAE	Severance – Active Employee	VTR	Voluntary Term. – Regular Pay
	VTL	Voluntary Term. – Lump Sum	VTS	Voluntary Term. – Severance
Clinical Awards	XCE	Clinical Management Recognition Award	XCI	Clinical Incentive Play
STAR Awards – Central	SAP	Student Award Program	XSC	STAR Spot Award – Central Fund
STAR Awards – Local	LEA	Local Award Program	SPA	Special Performance Award
	NDL	Non-Discretion Award – Local	XSL	STAR Spot Award – Local Fund
	SAL	Student Award Program – Local		

<i>Benefit Type</i>	<i>Earn Code</i>	<i>Description</i>	<i>Earn Code</i>	<i>Description</i>
Treasurers Incentive Award	XTI	Treasurers Incentive Plan		
UC Incentive Program	BOP	Bonus for Performance	XUI	University Incentive Plan
	MPP	Management Performance Plan		
Other/ Miscellaneous	ESL	Extended Sick Leave – Gross	RTP	Reduction in Time Program
	LWT	HS – Leave With Pay	URP	UCPath Retention Pay
	LXT	HS-SB LV-PT-Addl. Base to .3	YYY	Undefined
	MV2	Moving Expense – AP	ZZZ	Undefined
	PDW	Postdoc Without Salary		

Graduate Student Remissions

<i>Ledger Object</i>	<i>Description</i>
8571	Graduate Student Health Insurance
8591	Office of the President Graduate Student Fee Remissions
8641	Graduate Student Partial Fee Remissions
8971	Non-Resident Supplemental Tuition



As Earn Codes may be retired and/or new Earn codes may be created, please check back frequently to ensure that you have the most up-to-date information.

Five-Year CBR Projection

Please go to the Composite Benefit Rate webpage (<http://bfs.ucmerced.edu/departments/costing-and-policy/cbr>) for up-to-date five-year CBR projections.

Note: the five-year CBR projections have been provided for planning purposes and are subject to change.



If you have any further questions, please contact Mark Perez, Cost Standards & Policy Analyst at mperez23@ucmerced.edu or (209) 228-2465.