

University of California, Merced
Business & Financial Services

Composite Benefits Rate (CBR) Identification Matrix

To assist in identifying the CBR that would be applicable to an employee, the following matrix has been developed. As the CBRs are assigned based on the employee's job code, earn code, benefits-eligibility level, and fair-labor standards act (FLSA) status, this information is required to successfully use this tool.

Instructions: Beginning with Step #1, please work through each step to identify the appropriate employee group that corresponds with the employee.

STEP	CRITERIA						Group	Description	Employee Group
	Earn Code	Job Code	CTO-OSC Code	Title Class	Benefits Eligibility	FLSA			
1	AAC, ACA, ACM, ACR, AFR, APA, ARC, SSC, STS	→	→	→	→	→	LMTD	Faculty Summer Salary	Limited Benefits Eligibility
2		3252, 3253, 3254	→	→	→	→	FAC & PDOC	Post-Doctoral Scholars	Faculty & Post-Docs
3		4740, 4919, 4920, 4921, 4922, 4923, 4924, 4925, 4926	OR CTO-OSC 4 <i>(excl. Title 3253, 3254)</i>	→	→	→	LMTD	Undergraduate & Graduate Students	Limited Benefits Eligibility
4		1068, 1069, 1077, 1099, 1650, 3700	OR CTO-OSC 0, 1, 2, 3	*	&	Full Benefits Eligibility	FAC & PDOC	Faculty - Full Benefits	Faculty & Post-Docs
5			CTO-OSC 5, 6, 7, 8, 9, S <i>(excl. Step 4 Titles, 3252)</i>	*	&	Full Benefits Eligibility	ACAD & EXPT STF	Academics - Full Benefits	Academic & Exempt Staff
6				C10, C15, C20, G15, G35		Full Benefits Eligibility	FOOD/ CUST/ GRNDS	Food, Custodial, and Grounds	Food, Custodial, and Grounds
7						Partial or No Benefits Eligibility	LMTD	Employees with Partial or No Benefits	Limited Benefits Eligibility
8						Full Benefits Eligibility & Exempt	ACAD & EXPT STF	Exempt Staff - Full Benefits	Exempt Staff
9						Full Benefits Eligibility & Non-Exempt	NON-EXPT STF	Non-Exempt Staff - Full Benefits	Non-Exempt Staff

Step	Description	Employee Group	FY2018 CBRs	FY2019 CBRs
1	Faculty Summer Salary	Limited Benefits Eligibility	4.8%	4.9%
2	Post-Doctoral Scholars	Faculty & Post-Doctoral Scholars	39.6%	41.5%
3	Undergraduate & Graduate Students	Limited Benefits Eligibility	4.8%	4.9%
4	Faculty - Full Benefits	Faculty & Post-Doctoral Scholars	39.6%	41.5%
5	Other Academics - Full Benefits	Academic & Exempt Staff	45.1%	47.3%
6	Food, Custodial, and Grounds	Food, Custodial, and Grounds	81.7%	85.2%
7	Employees with Partial or No Benefits	Limited Benefits Eligibility	4.8%	4.9%
8	Exempt Staff - Full Benefits	Academic & Exempt Staff	45.1%	47.3%
9	Non-Exempt Staff - Full Benefits	Non-Exempt Staff	56.5%	59.1%