

**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 title-code, description of service (DOS) designation, benefits-eligibility level (BELI), 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
	DOS Code	Title Code	CTO-OSC Code	Title Class	BELI	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	* &	BELI 1	→	FAC & PDOC	Faculty - Full Benefits	Faculty & Post-Docs
5			CTO-OSC 5, 6, 7, 8, 9, S <i>(excl. Step 4 Titles, 3252)</i>	* &	BELI 1	→	ACAD & EXPT STF	Academics - Full Benefits	Academic & Exempt Staff
6				C10, C15, C20, G15, G35	BELI 1	→	FOOD/ CUST/ GRNDS	Food, Custodial, and Grounds	Food, Custodial, and Grounds
7					BELI 2-5	→	LMTD	Employees with Partial or No Benefits	Limited Benefits Eligibility
8					BELI 1	& E	ACAD & EXPT STF	Exempt Staff - Full Benefits	Exempt Staff
9					BELI 1	& N	NON- EXPT STF	Non-Exempt Staff - Full Benefits	Non-Exempt Staff

Step	Description	Employee Group	FY2018 CBRs
1	Faculty Summer Salary	Limited Benefits Eligibility	4.8%
2	Post-Doctoral Scholars	Faculty & Post-Doctoral Scholars	40.0%
3	Undergraduate & Graduate Students	Limited Benefits Eligibility	4.8%
4	Faculty - Full Benefits	Faculty & Post-Doctoral Scholars	40.0%
5	Other Academics - Full Benefits	Academic & Exempt Staff	45.5%
6	Food, Custodial, and Grounds	Food, Custodial, and Grounds	80.3%
7	Employees with Partial or No Benefits	Limited Benefits Eligibility	4.8%
8	Exempt Staff - Full Benefits	Academic & Exempt Staff	45.5%
9	Non-Exempt Staff - Full Benefits	Non-Exempt Staff	56.5%