

# Composite Benefit Rates (CBR) Update

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# UCLA Employee Groups & Rates

<b>Group #</b>	<b>Employee Group</b>	<b>Finalized FY18-19 CBR</b>	<b>Finalized FY19-20 CBR</b>
<b>1</b>	<b>Faculty Summer</b>	<b>4.8%</b>	<b>4.9%</b>
<b>2</b>	<b>HCOMP Senior Faculty</b>	<b>24.8%</b>	<b>25.2%</b>
<b>3</b>	<b>Faculty</b>	<b>31.7%</b>	<b>32.3%</b>
<b>4</b>	<b>Other Academics</b>	<b>42.5%</b>	<b>43.4%</b>
<b>5</b>	<b>Post Docs</b>	<b>27.5%</b>	<b>28.4%</b>
<b>6</b>	<b>Staff Exempt</b>	<b>42.5%</b>	<b>43.4%</b>
<b>7</b>	<b>Staff Non-Exempt</b>	<b>51.6%</b>	<b>52.8%</b>
<b>8</b>	<b>Food-Custodian-Grounds</b>	<b>66.8%</b>	<b>68.3%</b>
<b>9</b>	<b>Employees &amp; Students with Limited Benefits</b>	<b>4.8%</b>	<b>4.9%</b>

# CBR Impact & Mitigation

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- Campus impact of CBR and VLA expected to be low
  - Budgets have used CBR since Fall 2016
- Sponsored Award Mitigation
  - For Awards budgeted prior to CBR
  - Industry Clinical Trials Exempt
  - Contact me if impact >5% and \$10,000 of awarded direct costs

# Post Doctoral Scholar - Fellow

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- Title Code 3253:
  - An appointment is made in the title “Postdoctoral Scholar – Fellow” when the Postdoctoral Scholar has been awarded a fellowship or traineeship for postdoctoral study by an extramural agency and the fellowship or traineeship is paid through a University account.
- Post Doctoral Fellows will be paid through UCPATH
- Post Doctoral Fellows receive benefits and will be assessed the PostDoc CBR
- Treatment of NRSA unallowable benefits - EFM
- Future Post Doc Fellow CBR

# Post Doctoral Benefits

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Health Insurance Contribution

Medicare

Workers' Compensation

Dental Insurance

Matching Retirement Contribution

Unemployment Insurance

PSBP Disability

PSBP Broker Fee

PSBP Workers' Compensation

Vision Insurance

OASDI

PSBP Life Insurance

OPEB Health