

## 10/11 Adopted Budget Benefit Rates 7/26/10

	Job Group	Discretionary Benefit Rate	Regulatory Benefit Rate	Total	
<b>A</b>	Executive	5.5%	13.3%	<b>18.7%</b>	<b>A</b>
<b>B</b>	Certificated Instructor	13.2%	12.5%	<b>25.7%</b>	<b>B</b>
<b>C</b>	Certificated Contract Childcare Instructor	21.3%	12.5%	<b>33.8%</b>	<b>C</b>
<b>D</b>	Certificated Contract Quarterly Instructor	3.7%	10.4%	<b>14.0%</b>	<b>D</b>
<b>E</b>	Certificated Contract Early Retiree	0.6%	3.8%	<b>4.4%</b>	<b>E</b>
<b>F</b>	Certificated Contract Adjunct Faculty	0.0%	10.9%	<b>10.9%</b>	<b>F</b>
<b>G</b>	Certificated Contract Summer Instructor		12.0%	<b>14.0%</b>	<b>G</b>
<b>H</b>	Certificated Hourly Instructor (Sick Leaves)		10.4%	<b>10.4%</b>	<b>H</b>
<b>I</b>	Casual/Empl. Perform. Casual Work (Exception)		10.0%	<b>10.0%</b>	<b>I</b>
<b>J</b>	Certificated Contract Manager	9.0%	13.3%	<b>22.3%</b>	<b>J</b>
<b>K</b>	Noncertificated Contract Manager	10.5%	21.2%	<b>31.6%</b>	<b>K</b>
<b>L</b>	Noncertificated Contract Classified Unit A-CSEA	18.5%	21.9%	<b>40.4%</b>	<b>L</b>
<b>M</b>	Noncertificated Hourly/Vacancies		10.0%	<b>10.0%</b>	<b>M</b>
<b>N</b>	Noncertificated Contract Classified Unit 1-SEIU	18.0%	21.9%	<b>40.0%</b>	<b>N</b>
<b>P</b>	Noncertificated Confidential Staff	15.0%	21.9%	<b>36.9%</b>	<b>P</b>
<b>Q</b>	Noncertificated Hourly Short-Term		10.0%	<b>10.0%</b>	<b>Q</b>
<b>R</b>	Noncertificated Hourly Substitute		10.0%	<b>10.0%</b>	<b>R</b>
<b>S</b>	Noncertificated Hourly Intermittent		10.0%	<b>10.0%</b>	<b>S</b>
<b>T</b>	Noncertificated Hourly Retiree		3.8%	<b>3.8%</b>	<b>T</b>
<b>U</b>	Noncertificated Hourly Student		1.5%	<b>1.5%</b>	<b>U</b>
<b>V</b>	Noncertificated Hourly College Workstudy		1.5%	<b>1.5%</b>	<b>V</b>
<b>W</b>	Noncertificated Hourly Flint Center		10.0%	<b>10.0%</b>	<b>W</b>
<b>X</b>	Noncertificated Hourly Short Course		10.0%	<b>10.0%</b>	<b>X</b>
<b>Y</b>	Noncertificated Hourly Seasonal		10.0%	<b>10.0%</b>	<b>Y</b>
<b>Z</b>	Certificated Hourly Instructor (No sick leave)		10.4%	<b>10.4%</b>	<b>Z</b>
<b>1</b>	Board of Trustees Member	135.5%	20.7%	<b>99.9%</b>	<b>1</b>
<b>OE3</b>	Police Officers-OE-3	16.6%	21.9%	<b>38.5%</b>	<b>OE3</b>
<b>5</b>	Supervisors	12.9%	21.6%	<b>34.6%</b>	<b>5</b>
<b>7</b>	Paid Office Hour		10.4%	<b>14.0%</b>	<b>7</b>
<b>9</b>	Certificated Non-teaching Instructor		10.4%	<b>10.4%</b>	<b>9</b>
<b>6</b>	Classified less than 50%		21.9%	<b>21.9%</b>	<b>6</b>