

## 12/13 Adopted Budget Benefit Rates 7/23/12

|            | Job Group                                       | Discretionary<br>Benefit Rate | Regulatory<br>Benefit Rate | Total        |            |
|------------|---|-------------------------------|----------------------------|--------------|------------|
| <b>A</b>   | Executive                                       | 5.5%                          | 13.3%                      | <b>18.8%</b> | <b>A</b>   |
| <b>B</b>   | Certificated Instructor                         | 13.3%                         | 12.5%                      | <b>25.8%</b> | <b>B</b>   |
| <b>C</b>   | Certificated Contract Childcare Instructor      | 20.9%                         | 12.5%                      | <b>33.4%</b> | <b>C</b>   |
| <b>D</b>   | Certificated Contract Quarterly Instructor      | 3.7%                          | 10.7%                      | <b>14.4%</b> | <b>D</b>   |
| <b>E</b>   | Certificated Contract Early Retiree             | 0.9%                          | 4.0%                       | <b>4.9%</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         |                               | 12.3%                      | <b>14.4%</b> | <b>G</b>   |
| <b>H</b>   | Certificated Hourly Instructor (Sick Leaves)    |                               | 10.7%                      | <b>10.7%</b> | <b>H</b>   |
| <b>I</b>   | Casual/Empl. Performing Casual Work (Exc.)      |                               | 10.2%                      | <b>10.2%</b> | <b>I</b>   |
| <b>J</b>   | Certificated Contract Manager                   | 9.5%                          | 13.3%                      | <b>22.8%</b> | <b>J</b>   |
| <b>K</b>   | Noncertificated Contract Manager                | 10.3%                         | 21.2%                      | <b>31.5%</b> | <b>K</b>   |
| <b>L</b>   | Noncertificated Contract Classified Unit A-CSEA | 19.3%                         | 21.9%                      | <b>41.2%</b> | <b>L</b>   |
| <b>M</b>   | Noncertificated Hourly/Vacancies                |                               | 10.2%                      | <b>10.2%</b> | <b>M</b>   |
| <b>N</b>   | Noncertificated Contract Classified Unit 1-ACE  | 17.7%                         | 22.7%                      | <b>40.3%</b> | <b>N</b>   |
| <b>O</b>   | Noncertificated Hourly Food Service             | 0.0%                          | 21.9%                      | <b>21.9%</b> | <b>O</b>   |
| <b>P</b>   | Noncertificated Confidential Staff              | 14.4%                         | 21.9%                      | <b>36.3%</b> | <b>P</b>   |
| <b>Q</b>   | Noncertificated Hourly Short-Term               |                               | 10.2%                      | <b>10.2%</b> | <b>Q</b>   |
| <b>R</b>   | Noncertificated Hourly Substitute               |                               | 10.2%                      | <b>10.2%</b> | <b>R</b>   |
| <b>S</b>   | Noncertificated Hourly Intermittent             |                               | 10.2%                      | <b>10.2%</b> | <b>S</b>   |
| <b>T</b>   | Noncertificated Hourly Retiree                  |                               | 4.0%                       | <b>4.0%</b>  | <b>T</b>   |
| <b>U</b>   | Noncertificated Hourly Student                  |                               | 1.4%                       | <b>1.4%</b>  | <b>U</b>   |
| <b>V</b>   | Noncertificated Hourly College Workstudy        |                               | 1.4%                       | <b>1.4%</b>  | <b>V</b>   |
| <b>W</b>   | Noncertificated Hourly Flint Center             |                               | 10.2%                      | <b>10.2%</b> | <b>W</b>   |
| <b>X</b>   | Noncertificated Hourly Short Course             |                               | 10.2%                      | <b>10.2%</b> | <b>X</b>   |
| <b>Y</b>   | Noncertificated Hourly Seasonal                 |                               | 10.2%                      | <b>10.2%</b> | <b>Y</b>   |
| <b>Z</b>   | Certificated Hourly Instructor (No sick leave)  |                               | 10.7%                      | <b>10.7%</b> | <b>Z</b>   |
| <b>1</b>   | Board of Trustees Member                        | 136.7%                        | 9.0%                       | <b>99.9%</b> | <b>1</b>   |
| <b>OE3</b> | Police Officers-OE-3                            | 16.8%                         | 22.7%                      | <b>39.5%</b> | <b>OE3</b> |
| <b>5</b>   | Supervisors                                     | 12.7%                         | 22.4%                      | <b>35.1%</b> | <b>5</b>   |
| <b>7</b>   | Paid Office Hour                                |                               | 10.7%                      | <b>14.4%</b> | <b>7</b>   |
| <b>9</b>   | Certificated Non-teaching Instructor            |                               | 10.7%                      | <b>10.7%</b> | <b>9</b>   |
| <b>6</b>   | Classified less than 50%                        |                               | 22.7%                      | <b>22.7%</b> | <b>6</b>   |