

13/14 Adopted Budget Benefits Rates 8/7/13

	Job Group	Discretionary Benefit Rate	Regulatory Benefit Rate	Total	
A	Executive	5.6%	12.0%	17.6%	A
B	Certificated Instructor	13.6%	11.5%	25.1%	B
C	Certificated Contract Childcare Instructor	22.7%	11.5%	34.2%	C
D	Certificated Contract Quarterly Instructor	3.6%	9.6%	13.2%	D
E	Certificated Contract Early Retiree	0.9%	3.0%	3.9%	E
F	Certificated Contract Adjunct Faculty	0.0%	9.9%	9.9%	F
G	Certificated Contract Summer Instructor		11.3%	13.2%	G
H	Certificated Hourly Instructor (Sick Leaves)		9.6%	9.6%	H
I	Casual/Empl. Perform. Casual Work (Except.)		9.2%	9.2%	I
J	Certificated Contract Manager	9.3%	12.0%	21.3%	J
K	Noncertificated Contract Manager	10.6%	20.3%	30.9%	K
L	Noncertif. Contract Classif. Unit A-CSEA	20.4%	20.9%	41.3%	L
M	Noncertificated Hourly/Vacancies		9.2%	9.2%	M
N	Noncertif. Contract Classif. Unit 1-ACE	17.9%	21.4%	39.3%	N
O	Noncertificated Hourly Food Service	0.0%	20.9%	20.9%	O
P	Noncertificated Confidential Staff	15.5%	20.9%	36.4%	P
Q	Noncertificated Hourly Short-Term		9.2%	9.2%	Q
R	Noncertificated Hourly Substitute		9.2%	9.2%	R
S	Noncertificated Hourly Intermittent		9.2%	9.2%	S
T	Noncertificated Hourly Retiree		3.0%	3.0%	T
U	Noncertificated Hourly Student		1.4%	1.4%	U
V	Noncertificated Hourly College Workstudy		1.4%	1.4%	V
W	Noncertificated Hourly Flint Center		9.2%	9.2%	W
X	Noncertificated Hourly Short Course		9.2%	9.2%	X
Y	Noncertificated Hourly Seasonal		9.2%	9.2%	Y
Z	Certifi. Hourly Instructor (no sick leave)		9.6%	9.6%	Z
1	Board of Trustees Member	139.5%	9.1%	99.9%	1
OE3	Police Officers-OE-3	16.6%	21.4%	38.0%	OE3
5	Supervisors	12.6%	21.1%	33.7%	5
7	Paid Office Hour		9.6%	13.2%	7
9	Certificated Non-teaching Instructor		9.6%	9.6%	9
6	Classified less than 50%		21.4%	21.4%	6