

08/09 Adopted Budget Benefit Rates 7/1/08

	Job Group	Discretionary Benefit Rate	Regulatory Benefit Rate	Composite	
A	Executive	7.2%	12.9%	20.1%	A
B	Certificated Instructor	15.9%	12.1%	28.0%	B
C	Certificated Contract Childcare Instructor	25.7%	12.1%	37.8%	C
D	Certificated Contract Quarterly Instructor	3.8%	9.9%	13.7%	D
E	Certificated Contract Early Retiree	0.7%	3.4%	4.1%	E
F	Certificated Contract Adjunct Faculty		10.4%	10.4%	F
G	Certificated Contract Summer Instructor		11.6%	11.6%	G
H	Certificated Hourly Instructor (Sick Leaves)		9.9%	9.9%	H
I	Casual/Empl. Performing Casual Work (Exception)		9.6%	9.6%	I
J	Certificated Contract Manager	11.0%	12.9%	23.9%	J
K	Noncertificated Contract Manager	12.6%	19.9%	32.5%	K
L	Noncertificated Contract Classified Unit A-CSEA	22.6%	20.3%	42.9%	L
M	Noncertificated Hourly/Vacancies		9.6%	9.6%	M
N	Noncertificated Contract Classified Unit 1-SEIU	22.2%	20.3%	42.4%	N
O	Noncertificated Hourly Food Service	42.6%	20.3%	62.9%	O
P	Noncertificated Confidential Staff	17.6%	20.3%	37.9%	P
Q	Noncertificated Hourly Short-Term		9.6%	9.6%	Q
R	Noncertificated Hourly Substitute		9.6%	9.6%	R
S	Noncertificated Hourly Intermittent		9.6%	9.6%	S
T	Noncertificated Hourly Retiree		3.4%	3.4%	T
U	Noncertificated Hourly Student		1.5%	1.5%	U
V	Noncertificated Hourly College Workstudy		1.5%	1.5%	V
W	Noncertificated Hourly Flint Center		9.6%	9.6%	W
X	Noncertificated Hourly Short Course		9.6%	9.6%	X
Y	Noncertificated Hourly Seasonal		9.6%	9.6%	Y
Z	Certificated Hourly Instructor (No sick leave)		9.9%	9.9%	Z
1	Board of Trustees Member	162.0%	19.0%	99.9%	1
5	Supervisors	15.4%	19.4%	34.8%	5
7	Paid Office Hour		11.6%	11.6%	7
9	Certificated Non-teaching Instructor		9.9%	9.9%	9
6	Classified less than 50%		20.3%	20.3%	6