

2025-26 Adopted Budget Benefits Rates

	Job Group	Discretionary Benefit Rate	Regulatory Benefit Rate	Total
A1C	Executive (Chancellor)	2.527%	21.195%	23.722%
A1E	Executive (Chancellor's Cabinet)	4.362%	35.140%	39.502%
A2	Certificated Contract Manager	6.731%	21.275%	28.007%
A3	Noncertificated Contract Manager	7.447%	34.099%	41.546%
B1	Board of Trustees Member	166.111%	11.317%	99.900%
C1	Noncertif. Contract Classif. Unit 1-ACE	14.692%	35.337%	50.029%
C2	Classified less than 50%	0.000%	22.612%	22.612%
C3	Noncertif. Contract Classif. Unit A-CSEA	18.078%	35.402%	53.480%
C4	Supervisors	10.891%	35.265%	46.156%
C5	Noncertificated Confidential Staff	12.578%	35.297%	47.875%
C6	Police Officers Association (POA)	12.910%	17.253%	30.163%
F1,F2	Certificated Instructor	12.117%	21.378%	33.495%
F3	Certificated Contract Childcare Instructor	0.000%	21.147%	21.147%
F4	Certificated Contract Quarterly Instructor	0.000%	8.887%	8.887%
F7	Certificated Contract Early Retiree	0.000%	2.643%	2.643%
F4 *	Certificated Contract Summer Instructor		21.147%	21.147%
F5, F6,F8	Certifi. Hourly Instructor (no sick leave)		8.887%	8.887%
F4	Paid Office Hour		8.887%	8.887%
F6	Certificated Non-teaching Instructor		8.887%	8.887%
S1	Noncertificated Hourly Student		0.500%	0.500%
S2	Noncertificated Hourly College Workstudy		0.500%	0.500%
T1	Casual/Empl. Perform. Casual Work (Except.)		8.247%	8.247%
T2	Noncertificated Hourly/Vacancies		8.247%	8.247%
T3	Noncertificated Hourly Short-Term		8.247%	8.247%
T4	Noncertificated Hourly Substitute		8.247%	8.247%
T5	Noncertificated Hourly Intermittent		8.247%	8.247%
T6	Noncertificated Hourly Retiree		2.047%	2.047%
T7	Noncertificated Hourly Seasonal		8.247%	8.247%