

LOS ANGELES UNIFIED SCHOOL DISTRICT
Budget Services and Financial Planning Division

Revision No.2
FINANCIAL GUIDE NO. 1
May 09, 2019

SUBJECT: EMPLOYEE BENEFIT RATES FOR FISCAL YEAR 2019-20

This serves as a guide for schools and offices in planning for fiscal year 2019-20. These rates may be revised during the fiscal year based on changes in fiscal condition.

	Certificated Employees*	CLASSIFIED EMPLOYEES BARGAINING UNITS							District Rep.	Unclassified	
	Bargaining & Non-Bargaining Units	A & H Local Safety Members	B Instrl. Aides	C Operations Support Services	D Office Technical & Business Services	E Skilled Crafts	G Cmty. Reps & School Spvn Aides	S & ZS Super- visors	Conf., Mgmt., & Supv.	Cert.**	Class.***
Medicare (s)	1.45%		1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
OASDHI (s)			6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%		6.20%
PARS											3.75%
PERS		41.45% #	20.73%	20.73%	20.73%	20.73%	20.73%	20.73%	20.73%		
STRS	16.70%									16.70%	
SUI (s)	0.06%	0.06%	0.06%	0.06%	0.06%	0.06%	0.06%	0.06%	0.06%	0.06%	0.06%
Workers' Comp.(s)	2.75%	2.75%	2.75%	2.75%	2.75%	2.75%	2.75%	2.75%	2.75%	2.75%	2.75%
Total	20.96%	44.26%	31.19%	31.19%	31.19%	31.19%	31.19%	31.19%	31.19%	20.96%	14.21%

(s) - Statutory benefits

* - Includes certificated substitutes; add \$105 per substitute day for health and benefit costs

** - Includes Professional Experts

*** - For "unclassified" positions' relief, overtime, temporary assignments, and any position assigned less than half time; for "classified" positions, use the rate assigned to the specific bargaining unit.

- Use PERS rate of 41.45% for Police Officers/Detectives; 20.73% for School Safety Officers. For additional class titles, see page 2 for PERS Rates.

For Student Aides, use 9.29%

For Teacher Assistants (Unit F), use 8.20% for statutory benefits

ADDITIONAL COST FOR REGULAR POSITIONS (Units F & G see ##)

Medical, Dental Care, Vision Care, & Life Insurance	\$13,990
Benefits for retirees	4,852
Other Post-employment Benefits	0
Total Additional Cost Per Active Employee	<u>\$18,842</u>

##ADDITIONAL COST FOR UNITS F & G

Unit F Medical, Dental Care, and Vision Care	\$ 5,521
Unit G Medical, Dental Care, and Vision Care	\$ 2,761

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PERS Rates for Local Safety Members

Class Code	Class Title	Bargaining Unit	PERS Rate
4206	Chief of Police	VV	41.45%
4209	Police Commander	VV	41.45%
4211	Sergeant	HH	41.45%
4215	Police Detective	AA	41.45%
4219	Police Recruit	AA	41.45%
4221	Police Officer	AA	41.45%
4223	Lieutenant	HH	41.45%
4224	Sr. Police Officer	AA	41.45%
4225	Supervising School Safety Officer	HH	20.73%
4233	School Safety Officer	AA	20.73%
4239	Security Officer	NN	20.73%
4240	Police Intern	XX	20.73%

The rates in this guide apply to most positions. For position-specific needs, please budget accordingly. The rates contained herein will remain in effect until revised.

For assistance, please call Budget Services and Financial Planning Division at 213-241-2100.

Approved: Cheryl Simpson, Director, Budget Services and Financial Planning Division 

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