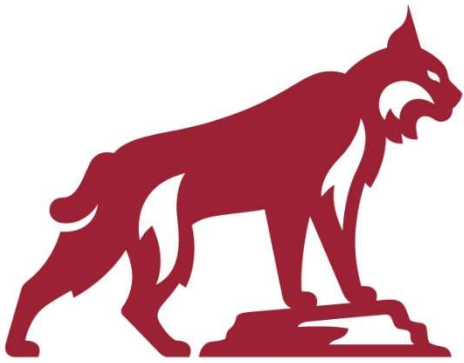


January 1, 2024 –
December 31, 2024

Employer Contribution Rates



California State
University **Chico**

Social Security and Medicare Withholding Rates

- “The current tax rate for Social Security is 6.2% for the employer and 6.2% for the employee, or 12.4% total.”
- “The current rate for Medicare is 1.45% for the employer and 1.45% for the employee, or 2.9% total.”

Source: “Topic No. 751 Social Security and Medicare Withholding Rates.” Internal Revenue Service, 23 June, 2020, www.irs.gov/taxtopics/tc751.

Retirement – Employer and Employee Contribution

Member Category	CSU Employee Group	Employer Contribution Rate for FY 2023-24	Member Contribution Rate for FY 2023-24	
			Classic Member (Prior to 1/1/2013)	New CalPERS (PEPRA) Member as of 1/1/2013)
State Miscellaneous – Tier 1	All other CSU Employees (Payroll Codes: 00, 08, 20, 2N, 2U, 2Z, 4U)	32.00%	5%	8.00%
State Peace Officer/Firefighter	MPP Directors and Lieutenants of Public Safety and Unit 8 (Payroll Codes: 53, 54, 3Q, 3R, 3W, 3Z, 51, 52, 3G, 3H, 3N, 3P)	50.00%	8%	13.25%
State Safety	E99 – Police Officer Intermittent, Nonrepresented (Class Code 8347) (Payroll Codes, 82, 83, 1M, 1U)	22.75%	6%	10.50%

Source: Technical Letter HR/Benefits 2023-12, page 2

2022 CalPERS Health Benefits Program

Health Plan	Enrolled Employee & Eligible Dependents	2024 Total Monthly Premium	All Employee Groups (except Unit 6)			Unit 6		
			2024 Amount Paid by CSU	2024 Amount Paid by Employee	2023 Amount Paid by Employee	2024 Amount Paid by CSU	2024 Amount Paid by Employee	2023 Amount Paid by Employee
Blue Shield Access + HMO	Employee Only	\$892.49	\$842.61	\$0.00	\$0.00	\$892.49	\$0.00	\$0.00
	Employee +1	\$1,784.98	\$1,784.98	\$0.00	\$0.00	\$1,784.98	\$0.00	\$0.00
	Employee +2 or more	\$2,320.47	\$2,320.47	\$0.00	\$66.79	\$2,320.47	\$0.00	\$46.79
PERS Platinum PPO	Employee Only	\$1,215.87	\$983.00	\$232.87	\$200.89	\$988.00	\$227.87	\$195.89
	Employee +1	\$2,431.74	\$1,890.00	\$541.74	\$468.78	\$1,900.00	\$531.74	\$458.78
	Employee +2 or more	\$3,161.26	\$2,366.00	\$795.26	\$694.11	\$2,386.00	\$775.26	\$674.11
PERS Gold PPO	Employee Only	\$859.31	\$859.31	\$0.00	\$0.00	\$859.31	\$0.00	\$0.00
	Employee +1	\$1,718.62	\$1,718.62	\$0.00	\$0.00	\$1,718.62	\$0.00	\$0.00
	Employee +2 or more	\$2,234.21	\$2,234.21	\$0.00	\$0.00	\$2,234.21	\$0.00	\$0.00

Source: Technical Letter HR/Benefits 2023-13 page 27-28

CSU Dental Plan Rates

Delta Dental PPO – Basic Plan	
Exclude (E99) and Annuitants	
Coverage Level	Premium
Employee Only	\$30.45
Employee +1	\$57.52
Employee +2	\$115.49

Delta Dental PPO – Enhanced Level I	
Unit 11 (Teaching Associates only) and Unit 13	
Coverage Level	Premium
Employee Only	\$37.04
Employee +1	\$70.08
Employee +2	\$144.49

Delta Dental PPO – Enhanced Level II	
Unit 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, C99, M80, M98, and FERP Annuitants	
Coverage Level	Premium
Employee Only	\$45.85
Employee +1	\$86.52
Employee +2	\$169.03

DeltaCare USA – Basic DHMO Plan	
Unit 11 (Teaching Associates only), 13, Exclude (E99) and Annuitants	
Coverage Level	Premium
Employee Only	\$18.85
Employee +1	\$31.08
Employee +2	\$45.97

DeltaCare USA – Enhanced DHMO Plan	
Unit 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, C99, M80, M98, and FERP Annuitants	
Coverage Level	Premium
Employee Only	\$25.04
Employee +1	\$41.33
Employee +2	\$61.12

Voluntary Retiree Dental

Delta Dental PPO – Enhanced Level II			
For eligible Annuitants (Non FERP):			
Coverage Level	Member	CSU	Total Premium
Employee Only	\$15.70	\$30.45	\$46.15
Employee +1	\$29.30	\$57.52	\$86.82
Employee +2	\$53.84	\$115.49	\$169.33

DeltaCare USA – Enhanced DHMO Plan			
For eligible Annuitants (Non FERP):			
Coverage Level	Member	CSU	Total Premium
Employee Only	\$6.49	\$18.85	\$25.34
Employee +1	\$10.55	\$31.08	\$41.63
Employee +2	\$15.45	\$45.97	\$61.42

Source: Technical Letter HR/Benefits 2023-13, page 48

2023 VISION SERVICE PLAN (VSP)

Active Employee Basic Vision Plan (Employer Paid)	Monthly Rate
Basic Coverage	\$6.62
VDT Coverage	\$0.34
Total Coverage Rate	\$6.69

Source: Technical Letter HR/Benefits 2023-13, page 10

Long Term Disability Insurance

Employee Category	July 2023 Rates	Jan 2024 Rates
C99 (Confidential)	\$4.31	\$4.32
M80, MPP (Management)	\$4.36	\$4.35
M98 (Executives)	\$7.36	\$7.23
Unit 1 (Physicians)	\$45.47	\$46.22
Unit 3 (Faculty)	\$3.07	\$3.02
Unit 4 (Academic Professionals)	\$1.34	\$1.33

Source: Technical Letter HR/Benefits 2023-15, page 1

Costs by Union

Units CSUEU (2, 5, 7, 9), M80				
Salary Based Percentage Cost (Employee Only)				
Family Size	Social Security	Medicare	Retirement	Total %
Empl	6.20%	1.45%	32.00%	39.65%
Fixed Cost				
Family Size	Health Care	Dental Care	Vision	Life
Empl	\$892	\$45.85	\$6.69	
Empl +1	\$1,785	\$86.52		
Empl +2	\$2,320	\$169.03		

Units 8				
Salary Based Percentage Cost (Employee Only)				
Family Size	Social Security	Medicare	Retirement	Total %
Empl	6.20%	1.45%	50.00%	57.65%
Fixed Cost				
Family Size	Health Care	Dental Care	Vision	Life
Empl	\$892	\$45.85	\$6.69	
Empl +1	\$1,785	\$86.52		
Empl +2	\$2,320	\$169.03		

Units 1, 4				
Salary Based Percentage Cost (Employee Only)				
Family Size	Social Security	Medicare	Retirement	Total %
Empl	6.20%	1.45%	32.00%	39.65%
Fixed Cost				
Family Size	Health Care	Dental Care	Vision	Life
Empl	\$892	\$45.85	\$6.69	
Empl +1	\$1,785	\$86.52		
Empl +2	\$2,320	\$169.03		

Units M98				
Salary Based Percentage Cost (Employee Only)				
Family Size	Social Security	Medicare	Retirement	Total %
Empl	6.20%	1.45%	32.00%	39.65%
Fixed Cost				
Family Size	Health Care	Dental Care	Vision	Life
Empl	\$892	\$45.85	\$6.69	
Empl +1	\$1,785	\$86.52		
Empl +2	\$2,320	\$169.03		

Units 3, and C99				
Salary Based Percentage Cost (Employee Only)				
Family Size	Social Security	Medicare	Retirement	Total %
Empl	6.20%	1.45%	32.00%	39.65%
Fixed Cost				
Family Size	Health Care	Dental Care	Vision	Life
Empl	\$892	\$45.85	\$6.69	
Empl +1	\$1,785	\$86.52		
Empl +2	\$2,320	\$169.03		

Units 10				
Salary Based Percentage Cost (Employee Only)				
Family Size	Social Security	Medicare	Retirement	Total %
Empl	6.20%	1.45%	32.00%	39.65%
Fixed Cost				
Family Size	Health Care	Dental Care	Vision	Life
Empl	\$892	\$45.85	\$6.69	
Empl +1	\$1,785	\$86.52		
Empl +2	\$2,2320	\$169.03		

Units 6				
Salary Based Percentage Cost (Employee Only)				
Family Size	Social Security	Medicare	Retirement	Total %
Empl	6.20%	1.45%	32.00%	39.65%
Fixed Cost				
Family Size	Health Care	Dental Care	Vision	Life
Empl	\$892	\$45.85	\$6.69	
Empl +1	\$1,785	\$86.52		
Empl +2	\$2,320	\$169.03		