

Benefit Sequence	Employee Description	Rate	Fac Summer Salary	BELI 1	BELI 2-5	BELI 1 & FLSA Exempt	BELI 1 & FLSA Non-Exempt	PostDoc	Student	Fac Summer Salary	Fac Full Ben	Other Acad Full Ben	Food Custodial Grounds Full Ben	Exempt Staff Full Ben	NonExempt Staff Full Ben	Partial Ben
1	Post-Doctoral Scholars	16.7%						16.7%								
2	Undergraduate/ Graduate Students	3.4%							3.4%							
3	Faculty		3.4%	39.0%	3.4%					3.4%	39.0%					3.4%
4	Other Academics			46.9%	3.4%							46.9%				3.4%
5	Food/Custodial/ Grounds Services			59.8%	3.4%								59.8%			3.4%
6	Staff				3.4%	46.9%	54.9%							46.9%	54.9%	3.4%

Step	Description	FY20 CBR	Employee Group
1	Faculty Summer Salary	3.4%	Limited Benefits Eligibility
2	Post-Doctoral Scholars	16.7%	Faculty & Post-Doctoral Scholars
3	Undergraduate & Graduate Students	3.4%	Limited Benefits Eligibility
4	Faculty - Full Benefits	39.0%	Faculty & Post-Doctoral Scholars
5	Other Academics - Full Benefits	46.9%	Academic & Exempt Staff
6	Food, Custodial, and Grounds	59.8%	Food, Custodial, and Grounds
7	Employees with Partial or No Benefits	3.4%	Limited Benefits Eligibility
8	Exempt Staff - Full Benefits	46.9%	Academic & Exempt Staff
9	Non-Exempt Staff - Full Benefits	54.9%	Non-Exempt Staff