Attachment III

Below are the possible CBR groups and field requirements for determining the appropriate CBR group.

22 - Academic Faculty Admin 1 - Staff Contract 1 - Staff Contract 2 - Staff Career 7 - Staff Partial Year Career 8 - Students - Graduate/Undergraduate 5 - Students - Castul/Restricted 11 - Academic: Post Docs 1 - Staff Contract 2 - Staff Career Pull See Table 3 for Physician (MSP)/Law Faculty/ Police (with Full Benefits) 5 - Staff Floater 9 - Academic: Faculty 9 - Academic: Faculty 10 - Academic: Care 10 - Staff Contract 2 - Staff Contract 2 - Staff Contract 2 - Staff Contract 3 - Academic: Faculty 10 - Academic: Post Docs 1 - Staff Contract 2 - Staff Contract 2 - Staff Contract 3 - Academic: Faculty 10 - Academic: Post Docs 1 - Staff Contract 2 - Academic: Faculty 10 - Academic: Recall 4 - Staff Limited 7 - Staff Partial Year Career 8 - Staff Floater 9 - Academic: Recall 4 - Staff Limited 7 - Staff Partial Year Career 8 - Staff Partial Year Career 9 - Academic: Faculty 10 - Academic: Non-Faculty 11 - Academic: Non-Faculty 12 - Academic: Post Docs 13 - Academic: Post Docs 14 - Staff Rehired Retire 2 - Academic Deans/Faculty Admin 15 - Staff Rehired Retire 2 - Academic Deans/Faculty Admin 15 - Staff Per Diem 16 - Staff Per Diem 17 - Academic: Emeriti 18 - Academic Deans/Faculty Admin 19 - Academic: Emeriti 19 - Academic Deans/Faculty Admin 10 - Academic: Emeriti 10 - Academic Deans/Faculty Admin 11 - Academic Emeriti 11 - Academic Deans/Faculty Admin 12 - Academic Deans/Faculty Admin 13 - Academic Deans/Faculty Admin 14 - Academic Deans/Faculty Admin 15 - Staff Per Diem 16 - Academic Deans/Faculty Admin 17 - Academic Deans/Faculty Admin 18 - Academic Deans/Faculty Admin 19 - Academic Deans/Faculty Admin 10 - Academic Deans/Faculty Admin 10 - Academic Deans/	CBR Group	Empl Class	Elig Config 1	FLSA Status	Job Code	DOS Codes
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Pacily	Faculty - HCOMP (Full Benefits)	9 – Academic-Faculty	Override	-	All HCOMP Job Codes	-
22 - Academic Faculty Admin 1 - Staff Contract 1 - Staff Contract 2 - Staff Career 7 - Staff Partial Year Career 8 - Students - Graduate/Undergraduate 5 - Students - Castul/Restricted 11 - Academic: Post Docs 1 - Staff Contract 2 - Staff Career Pull See Table 3 for Physician (MSP)/Law Faculty/ Police (with Full Benefits) 5 - Staff Floater 9 - Academic: Faculty 9 - Academic: Faculty 10 - Academic: Care 10 - Staff Contract 2 - Staff Contract 2 - Staff Contract 2 - Staff Contract 3 - Academic: Faculty 10 - Academic: Post Docs 1 - Staff Contract 2 - Staff Contract 2 - Staff Contract 3 - Academic: Faculty 10 - Academic: Post Docs 1 - Staff Contract 2 - Academic: Faculty 10 - Academic: Recall 4 - Staff Limited 7 - Staff Partial Year Career 8 - Staff Floater 9 - Academic: Recall 4 - Staff Limited 7 - Staff Partial Year Career 8 - Staff Partial Year Career 9 - Academic: Faculty 10 - Academic: Non-Faculty 11 - Academic: Non-Faculty 12 - Academic: Post Docs 13 - Academic: Post Docs 14 - Staff Rehired Retire 2 - Academic Deans/Faculty Admin 15 - Staff Rehired Retire 2 - Academic Deans/Faculty Admin 15 - Staff Per Diem 16 - Staff Per Diem 17 - Academic: Emeriti 18 - Academic Deans/Faculty Admin 19 - Academic: Emeriti 19 - Academic Deans/Faculty Admin 10 - Academic: Emeriti 10 - Academic Deans/Faculty Admin 11 - Academic Emeriti 11 - Academic Deans/Faculty Admin 12 - Academic Deans/Faculty Admin 13 - Academic Deans/Faculty Admin 14 - Academic Deans/Faculty Admin 15 - Staff Per Diem 16 - Academic Deans/Faculty Admin 17 - Academic Deans/Faculty Admin 18 - Academic Deans/Faculty Admin 19 - Academic Deans/Faculty Admin 10 - Academic Deans/Faculty Admin 10 - Academic Deans/	Other Academic (with Full Benefits)		Full			
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7 - Staff: Partial Year Career 1 - Staff: Contract Full 2 - Staff: Career 7 - Staff: Partial Year Career 1 - Students Casual / Restricted 1 - Academic: Post Docs 2 - Academic: Post Docs 2 - Academic: Post Docs 4		1 – Staff: Contract	Full			
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22 - Academic: Deans/Faculty Admin Full Title Codes 1 - Staff: Contract Core 2 - Staff: Career Core Override 3 - Academic: Recall Mid 4 - Staff: Limited Mid Override 7 - Staff: Partial Year Career 8 - Staff: Floater 9 - Academic: Faculty 10 - Academic: Non- Faculty 15 - Staff: Rehired Retiree 22 - Academic: Deans/Faculty Admin 6 - Staff: Per Diem None 21 - Academic: Enertiti None Override - ACA, ACN		9 – Academic: Faculty	Full			
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	Faculty Summer Salary	9 - Academic: Faculty		-	-	ACA, ACM ACR, SSC

Table 1: Employee Class

Current List of Employee Classes (along with potential benefits eligible/CBR group)

Empl Class	Description	Benefits Eligible	Possible CBR Groups*
1	Staff: Contract	Full, Mid, Core	Staff – Exempt
			 Staff – Non-Exempt
			 Staff/Faculty – Partial Benefits
2	Staff: Career	Full, Mid, Core	Staff – Exempt
			 Staff – Non-Exempt
			 Staff/Faculty – Partial Benefits
3	Academic: Recall	Core	 Staff/Faculty – Partial Benefits
4	Staff: Limited	Mid, Core	 Staff/Faculty – Partial Benefits
5	Student: Casual/Restricted	None	• Students
6	Staff: Per Diem	None	Staff/Faculty – Not Benefits Eligible
7	Staff: Partial Year Career	Full, Mid, Core	Staff – Exempt
			 Staff – Non-Exempt
			 Staff/Faculty – Partial Benefits
8	Staff: Floater	Full, Mid, Core	Staff – Exempt
			 Staff – Non-Exempt
			 Staff/Faculty – Partial Benefits
9	Academic: Faculty	Full, Mid, Core	Faculty Non-HSCP
			Faculty HSCP
			 Staff/Faculty – Partial Benefits
10	Academic: Non-Faculty	Full, Mid, Core	Other Academic
			 Staff/Faculty – Partial Benefits
11	Academic: Academic Student	None	 Students
13	Staff: Contingent Workers	None	Not Applicable
14	Academic: Contingent Workers	None	Not Applicable
15	Staff: Rehired Retiree	Core	 Staff/Faculty – Partial Benefits
20	Academic: Conversion	TBD	TBD
21	Academic: Emeriti	None	Not Applicable
22	Academic: Deans/Faculty Admin	Full, Mid, Core	Other Academic
			 Staff/Faculty – Partial Benefits
			, , , , , , , , , , , , , , , , , , , ,

Table 2: Eligibility Configuration 1

Possible values of Eligibility Configuration 1 (along with brief description of initial and continuing requirements)

Benefits Package	Initial Requirements	Continuing Requirements ^[1]
Full	Member of a UC-sponsored defined benefit retirement plan AND An appointment that is 50% or more for 12 or more months OR 1,000 Eligible hours worked in a rolling 12-month period, including previous UC employment	Minimum 17.5 hours/week or 43.75% average paid time (APT) over rolling 12 month period
Mid-Level	NOT a member of a UC-sponsored defined benefit retirement plan AND Minimum 50% appointment for 12 months or more OR An appointment that is 100% for 3 or more months (but less than 12 months)	Minimum 17.5 hours/week or 43.75% average paid time (APT) over rolling 12 month period
Core	Minimum 43.75% appointment for any duration	Minimum 17.5 hours/week or 43.75% average paid time (APT) over rolling 12 month period
None	Employee is ineligible for Health and Welfare Benefits because of excluded appointment type or does not meet the BELI 1 – 4 requirement: Appointed less than 43.75% and/or average paid time (APT) is less than 17.5 hours/week or 43.75%/month "Casual restricted" or student reserved position "Per diem" appointment "By Agreement" appointment without pay related to time on pay status "Without salary" appointment	N/A
Post- Doctoral Benefits	EMPL_CLASS = 23	

Table 3: Physician (MSP level)/Nurse/Law Faculty/Police and Food-Custodian-Grounds-Building Maintenance Workers Title Codes (Updated 7/25/19)

Title Codes	Tile Name	Employee Group
0768	PHYSCN DIPLOMATE SR	Physician (MSP level)
0769	PHYSCN SR	Physician (MSP level)
0770	ASC PHYSCN DIPLOMATE	Physician (MSP level)
0771	ASC PHYSCN	Physician (MSP level)
0772	AST PHYSCN	Physician (MSP level)
0779	STF PHYSCN	Physician (MSP level)
0763	ADMIN NURSE 5	Nurse
0764	ADMIN NURSE 4	Nurse
0766	CLIN NURSE 5	Nurse
7865	ANESTHETIST NURSE SR NEX	Nurse
7883	CLIN NURSE SUPV 4 NEX	Nurse
7884	CLIN NURSE SUPV 3 NEX	Nurse
8915	VOC NURSE SR SUPV	Nurse
8916	VOC NURSE SR	Nurse
8917	VOC NURSE	Nurse
8918	_VOC NURSE PD	Nurse
9119	NURSE PD	Nurse
9121	_ ANESTHETIST NURSE SR PD	Nurse
9129	CLIN NURSE SUPV 2	Nurse
9138	CLIN NURSE 3	Nurse
9139	CLIN NURSE 2	Nurse
9140	CLIN NURSE 1	Nurse
9142	ANESTHETIST NURSE PRN	Nurse
9146	NURSE PRACT 3	Nurse
9147	NURSE PRACT 2	Nurse
9148	NURSE PRACT 1	Nurse
9149	NURSE PRACT SUPV 3	Nurse
9160	NURSE PRACT PD	Nurse
9562	NURSERY TCHN	Nurse
1180	PROF-AY-LAW	Law Faculty
1182	ACT PROF-AY-LAW	Law Faculty
0477	POLICE LIEUTENANT MSP	Police
0478	POLICE CHF	Police
0479	POLICE CHF AST OR CAPTAIN	Police
5313	POLICE SERGEANT	Police
5323	POLICE OFCR	Police
5324	POLICE TRAINEE	Police

Title Codes	Tile Name	Employee Group
4156	CUSTODIAN SR SUPV NEX	Food-Custodian-Grounds-Building Maintenance Workers
5100	CUSTODIAN PD	Food-Custodian-Grounds-Building Maintenance Workers
5111	CUSTODIAN SR SUPV	Food-Custodian-Grounds-Building Maintenance Workers
5112	CUSTODIAN SUPV	Food-Custodian-Grounds-Building Maintenance Workers
5113	CUSTODIAN LD	Food-Custodian-Grounds-Building Maintenance Workers
5116	CUSTODIAN SR	Food-Custodian-Grounds-Building Maintenance Workers
5117	CUSTODIAN	Food-Custodian-Grounds-Building Maintenance Workers
5119	CUSTODIAN AST SUPV	Food-Custodian-Grounds-Building Maintenance Workers
5522	COOK SR	Food-Custodian-Grounds-Building Maintenance Workers
5523	СООК	Food-Custodian-Grounds-Building Maintenance Workers
5524	COOK AST	Food-Custodian-Grounds-Building Maintenance Workers
5651	FOOD SVC WORKER SR	Food-Custodian-Grounds-Building Maintenance Workers
5652	FOOD SVC WORKER	Food-Custodian-Grounds-Building Maintenance Workers
8075	LABORER LD	Food-Custodian-Grounds-Building Maintenance Workers
8076	LABORER	Food-Custodian-Grounds-Building Maintenance Workers
8083	TREE TRIM	Food-Custodian-Grounds-Building Maintenance Workers
8132	GROUNDSKEEPER LD	Food-Custodian-Grounds-Building Maintenance Workers
8133	GROUNDSKEEPER	Food-Custodian-Grounds-Building Maintenance Workers
8208	BLDG MAINT SUPV	Food-Custodian-Grounds-Building Maintenance Workers
8210	BLDG MAINT SUPV SR	Food-Custodian-Grounds-Building Maintenance Workers
8211	BLDG MAINT WORKER LD	Food-Custodian-Grounds-Building Maintenance Workers
8212	BLDG MAINT WORKER SR	Food-Custodian-Grounds-Building Maintenance Workers
8213	BLDG MAINT WORKER	Food-Custodian-Grounds-Building Maintenance Workers