

LOS ANGELES UNIFIED SCHOOL DISTRICT
Budget Services and Financial Planning Division

FINANCIAL GUIDE NO. 1
May 8, 2024

SUBJECT: EMPLOYEE BENEFIT RATES FOR FISCAL YEAR 2024-25

This serves as a guide for schools and offices in planning for fiscal year 2024-25. These rates may be revised during the fiscal year based on changes in fiscal condition.

Rates are for employees with a full time equivalent of 0.50 or higher

	Certificated Employees ¹	CLASSIFIED EMPLOYEES BARGAINING UNITS							District Rep.	Unclassified		
	Bargaining & Non-Bargaining Units	A & H	B	C	D	E	G	S & ZS		Conf., Mgmt., & Supv.	Cert. ²	Class. ³
Medicare (s)	1.45%	1.45%	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		64.58% #	27.05%	27.05%	27.05%	27.05%	27.05%	27.05%	27.05%	27.05%		
STRS	19.10%										19.10%	
SUI (s)	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%
Workers' Comp.(s)	1.74%	1.74%	1.74%	1.74%	1.74%	1.74%	1.74%	1.74%	1.74%	1.74%	1.74%	1.74%
Total	22.34%	67.82%	36.49%	36.49%	36.49%	36.49%	36.49%	36.49%	36.49%	36.49%	22.34%	6.99%

(s) - Statutory benefits

¹ - Includes certificated substitutes; add \$133 per substitute day for health and benefit costs

² - For "unclassified" positions and temporary assignments including Professional Experts

³ - For "unclassified" positions and temporary assignments; for "classified" positions, relief, overtime, and for positions assigned less than half time, use the rate assigned to the specific bargaining unit.

- Use PERS rate of 64.58% for Police Officers/Detectives; 27.05% for School Safety Officers. For additional class titles, see page 2 for PERS and OASDHI Rates.

For Student Aides (Unit G), use 4.24%

For Teacher Assistants (Unit F), use 6.99% for statutory benefits

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

Medical, Dental Care, Vision Care, & Life Insurance	\$18,400
Benefits for retirees	5,400
Other Post-employment Benefits	700
Total Additional Cost Per Active Employee	\$24,500

##ADDITIONAL COST FOR UNITS F & G

Unit F & G Medical, Dental Care, and Vision Care	\$ 18,400
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PERS and OASDHI Rates for Local Safety Members

Class Code	Class Title	Bargaining Unit	PERS Rate	OASDHI
4206	Chief of Police	VV	64.58%	6.20%
4209	Police Commander	VV	64.58%	6.20%
4211	Sergeant	HH	64.58%	6.20%
4215	Police Detective	AA	64.58%	
4219	Police Recruit	AA	64.58%	
4221	Police Officer	AA	64.58%	
4223	Lieutenant	HH	64.58%	6.20%
4224	Sr. Police Officer	AA	64.58%	
4225	Supervising School Safety Officer	HH	27.05%	6.20%
4233	School Safety Officer	AA	27.05%	6.20%
4239	Security Officer	NN	27.05%	6.20%
4240	Police Intern	XX	27.05%	6.20%

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: Saman Bravo-Karimi, Senior Executive Director of Finance Policy, Budget Services and Operations

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