

AGREEMENT NUMBER

4600010378

REGISTRATION NUMBER

EP Upload

1. This Agreement is entered into between the State Agency and the Contractor named below:

STATE AGENCY'S NAME

Department of Water Resources

CONTRACTOR'S NAME

Office of the President, Regents of the University of California

2. The term of this Agreement is: July 1, 2014 through June 30, 2019
This Agreement shall not become effective until approval by the Department of General Services.
3. The maximum amount of this Agreement is: \$ 7,175,000.00
Seven million one hundred seventy-five thousand dollars and no cents
4. The parties agree to comply with the terms and conditions of the following exhibits which are by this reference made a part of the Agreement.

Exhibit A – Scope of Work	5 pages
Attachment 1 – Sample Task Order	3 pages
Exhibit B – Budget Detail and Payment Provisions	2 pages
Attachment 1 – Cost Sheet	6 pages
Attachment 2 – Benefit Rates	14 pages
Exhibit C* - General Terms and Conditions	GIA 610
Exhibit D – Special Terms and Conditions for DWR – Regents of UC Office of the President	3 pages
Exhibit E – Additional Provisions	2 pages

Items shown with an Asterisk (*), are hereby incorporated by reference and made part of this agreement as if attached hereto.
These documents can be viewed at www.ols.dgs.ca.gov/Standard+Language

IN WITNESS WHEREOF, this Agreement has been executed by the parties hereto.

CONTRACTOR

CONTRACTOR'S NAME (if other than an individual, state whether a corporation, partnership, etc.)

Regents of the University of California, Office of the President

BY (Authorized Signature)



DATE SIGNED (Do not type)

1/30/14

PRINTED NAME AND TITLE OF PERSON SIGNING

Andrew Boulter, Contract and Grant Officer

ADDRESS

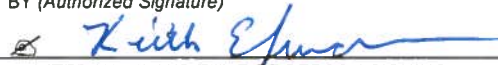
1111 Franklin Street, 11th Floor
Oakland, CA 94607-5200

STATE OF CALIFORNIA

AGENCY NAME

Department of Water Resources

BY (Authorized Signature)



DATE SIGNED (Do not type)

2/11/14

PRINTED NAME AND TITLE OF PERSON SIGNING

Keith Swanson, Chief, Division of Flood Management

ADDRESS

3310 El Camino Avenue, Room 120
Sacramento, CA 95821

California Department of General
Services Use Only

APPROVED

MAR 20 2014

DEPT OF GENERAL SERVICES

Kyatis

Approved as to legal form and sufficiency

1/30/14
Asst Chief Counsel DWR

EXHIBIT A SCOPE OF WORK

A. DESCRIPTION OF WORK

Department of Water Resources (DWR) and the University of California (UC) system are involved in a large-scale effort to further improve the various components of its flood control projects and the tools necessary to evaluate, model, and maintain California's water resources systems. These efforts involve a wide variety of hydrological and meteorological projects requiring data acquisition, analysis, modeling, and evaluation.

Upon written direction of Hydrology and Flood Operations Office (HAFOO) personnel and under specific and individual Task Orders, the Contractor will provide services that include but are not limited to the below activities:

Activity 1: Conceptual Models of California's Climate and Hydrologic System.

Activity 2: Scientific Assessment of Past, Present, and Future Climates.

Activity 3: Robust Metrics associated with the Remote-Sensed Data.

Activity 4: Development and Installation of Climate Monitoring Instrumentation.

Activity 5: Future Land Use Land Cover Estimates, Monitoring, and Parameterization into Hydrologic Models.

Activity 6: Data Exchange, Sharing, and Visualization.

Activity 7: Improvement of Existing DWR Analytical Tools.

Activity 8: Multiple Objective Optimizations.

Activity 9: Facilitation Services for Technical and Scientific Meetings.

Activity 10: Training and Knowledge Transfer.

B. SUMMARY OF DELIVERABLES

The Contractor will perform the services described below:

Activity 1: Conceptual Models of California's Climate and Hydrologic System (by regional watershed systems as specified in Task Orders)

Deliverable 1.1.: Models of watershed(s) and reports specifically identified in individual Task Orders.

Deliverable 1.2.: Atmospheric model(s) and reports specifically identified in individual Task Orders.

Deliverable 1.3.: Model-generated data that may be used in other hydrologic studies.

Deliverable 1.4.: Report documenting models used, methods employed, results, and conclusions drawn from the investigations.

Activity 2: Scientific Assessment of Past, Present, and Future Climates

Deliverable 2.1.: Report documenting assessment methods, results and conclusions.

Deliverable 2.2.: Supporting data sets, models, and associated files.

Activity 3: Robust Metrics associated with the Remote-Sensed Data

Deliverable 3.1.: Evaluate the value of incorporating remote-sensed data into current HAFOO forecasting and assessment methods.

Deliverable 3.2.: Develop new analysis techniques that make use of remote-sensed data.

Deliverable 3.3.: Develop and carry out assessments of new analysis techniques developed as part of Deliverable 3.2. above.

Activity 4: Development and Installation of Climate Monitoring Instrumentation

Deliverable 4.1.: Develop and install Climate Monitoring Instrumentation.

Deliverable 4.2.: Fabricate instrumentation and materials to support Extreme Precipitation Network Program (EPNP).

Deliverable 4.3.: Assist in the installation and maintenance of climate monitoring instrumentation used in research assessments.

Activity 5: Future Land Use Land Cover Estimates, Monitoring, and Parameterization into Hydrologic Models

Deliverable 5.1.: Carry out monitoring strategies to determine watershed impacts of land cover including changes in land cover due to climate change.

Deliverable 5.2.: Develop methodologies to estimate changes in land use and land cover in California and parameterize the method for use in hydrologic and climate models.

Deliverable 5.3.: Assess impacts of future land use and land cover changes on watershed response.

Activity 6: Data Exchange, Sharing, and Visualization

Deliverable 6.1.: Develop data analysis and visualization tools and new analyses that will improve the quality of water supply forecasts.

Deliverable 6.2.: Process and archive past forecasts, snow notes, and other documents.

Deliverable 6.3.: Develop tools, applications, and frameworks for collecting, analyzing, and distributing climate data for California.

Activity 7: Improvement of Existing DWR Analytical Tools

Deliverable 7.1.: Research and validate enhancements to watershed models used by HAFOO.

Deliverable 7.2.: Research and validate enhancements and additions to snow accumulation and melt assessments currently employed by HAFOO.

Activity 8: Multiple Objective Optimizations

Deliverable 8.1.: Research and validate techniques for performing multiple objective modeling studies to optimize water management as it is related to water supply, flood risk management, water quality, and economic, environmental, and political considerations.

Deliverable 8.2.: Evaluate applicability of existing models, needed improvements to existing models, and document new analytical techniques to perform multiple objective analyses.

Activity 9: Facilitation Services for Technical and Scientific Meetings

Deliverable 9.1.: Provide facilitation services for technical and scientific meetings to discuss products developed under this contract.

Deliverable 9.2.: Identify improvements needed to obtain broad acceptance by the scientific community of products developed in the context of this contract.

Deliverable 9.3.: Identify improvements needed to increase public knowledge and understanding of products developed in the context of this contract.

Activity 10: Training and Knowledge Transfer

Deliverable 10.1.: Provide presentations and training to DWR personnel and its partner agencies to facilitate the effective transfer of knowledge from tasks conducted under this contract into DWR's analytical capabilities and programs.

C. STUDY REQUIREMENT

1. Deliverables

Deliverables named above in Section B for each Activity and/or portions thereof are considered a draft until the entire submittal package is approved by the DWR Program Manager. Contractor shall submit, upon DWR request, additional specified supporting technical models, data and documentation for review purposes. Such supporting documentation shall not be considered Deliverables. When reviewing the Contractor draft reports, DWR will not submit comments that distort Contractor findings and recommendations or in any way limit Contractor methodology for the project.

2. Project Deliverables

- a. Contractor will provide the products described in Section B. above to the DWR Program Manager named in section F. below.
- b. Contractor will provide one (1) bound copy and one (1) electronic copy of each written deliverable to the DWR Program Manager. The electronic copies will meet the following requirements:
 1. Text based documents will be submitted as an Adobe® Portable Document Format ("pdf") file using Adobe Acrobat Professional version 7 or newer. The pdf file will include all graphics and, in final form, will be suitable for printing.
 2. Spreadsheet files will be in Microsoft Excel format, Version 2003 or newer. Spreadsheet files will not be locked or otherwise developed so as to prevent DWR staff from making future updates or modifications to the designs for tables or macros.
 3. Database files, unless specified otherwise, will be in Microsoft Access format, Version 2003 or newer. Database files will not be locked or otherwise developed so as to prevent DWR staff from making future updates or modifications to the designs for tables, queries, macros, or reports.
 4. Contractor will provide appropriate documentation for the contents of all electronic media that it submits to DWR.
 5. Contractor will not format electronic files as "view only" or "read only" unless so specified.
 6. DWR may change these software requirements in writing with 30 days notice to the Contractor.
- c. All written documents required by this contract will be well written and will clearly and completely explain the project and any findings from the project.

3. Backup

The Contractor will maintain a copy of all study records for 3 years after completion of this contract. Before disposal, Contractor will give DWR the option for retrieval.

4. Task Orders may not alter the language of this master agreement, and alternative language to this master agreement is not permissible in any subsequent task order.

D. SCHEDULE OF PERFORMANCE

The work will be initiated upon notice to proceed by the Contract Manager and delivery of a fully executed contract to the Contractor. The period covered by this contract is from July 1, 2014 or date approved by Department of General Services (DGS) through June 30, 2019. The required delivery date for all deliverables is June 30, 2019.

E. DEPARTMENT PROVIDED INFORMATION

DWR will provide access to agency graphics materials, photos, and information, where such existing information will support development of the outreach materials. DWR staff will review all draft written products and provide comments, as necessary.

F. STAFFING

Identification of Contractor key personnel working on this contract will be specified by Task Order and will be coordinated with the DWR project manager prior to start of work. DWR and Contractor key staff and their information are presented below.

DWR Key Personnel:

Program Manager***Arthur Hinojosa****Chief, HAFOO*

3310 El Camino Avenue

Sacramento, CA 95821

Phone: (916) 574-2613

Fax: (916) 574-2771

Email: hinojosa@water.ca.gov**Project Manager*****Mike Anderson****State Meteorologist*

3310 El Camino Avenue

Sacramento, CA 95821

Phone: (916) 574-2830

Fax: (916) 574-2771

Email: manderson@water.ca.gov**Administrative Contact*****Jerry Nolan****Program Administrator*

3310 El Camino Avenue

Sacramento, CA 95821

Phone: (916) 574-2367

Fax: (916) 574-2771

Email: gnolan@water.ca.gov

Contractor Key Personnel:

Lourdes G. DeMattos*Contract and Grant Officer*

University of California

Office of the President

1111 Franklin St., 11th Floor

Oakland, CA 94607-5200

Phone: (510) 987-9850

Fax: (510) 587-6091

Email: lourdes.demattos@ucop.edu***Andrew Boulter****Contract and Grant Officer*

University of California

Office of the President

1111 Franklin St., 11th Floor

Oakland, CA 94607-5200

Phone: (510) 987-9840

Fax: (510) 587-6091

Email: andrew.boulter@ucop.edu

TASK ORDER NUMBER

Title:

Contractor:

Campus:

Task Order for Services under Standard Agreement No. 46000xxxxx

DATE:

I. PROJECT BACKGROUND

This section requires a one or two sentence description of how this project or Task Order contributes to the Department's and/or Division's overall mission. References to past endeavors that this project or Task Order builds on, completes, and/or extends are appropriate in this section.

II. TASK ORDER DESCRIPTION

This section requires a brief summary describing the intent of the project or Task Order, the related DWR contract number, the primary contractor, and any directly related information appropriate to such a summary.

III. WORK TO BE PERFORMED

This section requires a one or two sentence summary or a brief outline of the specific work to be performed as part of this project or Task Order. Only services required to complete one project or task order should be included.

IV. DEPARTMENT-PROVIDED INFORMATION

This section describes the general support, in terms of materials, access, and staff interaction, provided by DWR and/or the DWR agency directly involved in the accomplishment of this project or Task Order.

V. SUMMARY OF TASK ORDER DELIVERABLES

This section provides the specific Deliverables required of the Contractor as part of this project or Task Order.

VI. SCHEDULE OF PERFORMANCE

This section specifies when any and all work associated with this project or Task Order will begin and end.

VII. COSTS/BUDGET

This section specifies that the Contractor shall invoice all services according to Exhibit B of the contract. This section also specifies the total dollar amount of this project or Task Order, and the final delivery date for all Deliverables.

VIII. STAFFING

Identification of key personnel working on this Task Order shall be specified and coordinated with the DWR project manager prior to start of work. DWR and Contractor key staff and their information are presented below.

DWR Key Personnel:

Program Manager

Name, Position
Street Address
City, State, Zip Code
Phone Number w/ Area Code
Fax Number
E-mail address

Administrative Contact

Name, Position
Street Address
City, State, Zip Code
Phone Number w/ Area Code
Fax Number
E-mail address

Contractor Key Personnel:

Principal Investigator

Name, Position
Street Address
City, State, Zip Code
Phone Number w/ Area Code
Fax Number
E-mail address

Contract Manager

Name, Position
Street Address
City, State, Zip Code
Phone Number w/ Area Code
Fax Number
E-mail address

IX. AUTHORIZING SIGNATURES

Contractor and State agree that these services will be performed in accordance with the terms and conditions of Standard Agreement Number 46000xxxxx.

STATE OF CALIFORNIA
Department of Water Resources
Name
Street Address
City, State, Zip Code
Phone Number w/ Area Code
Fax Number
E-mail address

CONTRACTOR
Name of Organization
Name
Street Address
City, State, Zip Code
Phone Number w/ Area Code
Fax Number
E-mail address

Authorized Representative (Date)
Position

Authorized Representative (Date)
Position

Any Task Order for work estimated to exceed \$50,000.00 shall not become effective until approved by the State Department of General Services:

Department of General Services
Office of Legal Services

**EXHIBIT B
BUDGET DETAIL AND PAYMENT PROVISIONS**

1. INVOICING AND PAYMENT: The State will not make payment for work done outside of a formal contractual agreement (i.e., Task Order). For services rendered in accordance with a Task Order and approved by DWR, and upon receipt and written approval of the invoices, DWR shall reimburse the Contractor for actual allowable costs incurred for work performed in accordance with the approved budget for the applicable Task Orders.

A. Invoices shall be submitted individually for each Task Order no more frequently than monthly, in arrears, and bearing the following information:

1. Invoice number
2. Invoice date
3. Billing period
4. Contract agreement number
5. Task Order number for billing period
6. Current charges
7. Cumulative charges
8. Contact person, phone, e-mail, fax, address
9. Complete mailing address for mailing payment

B. The invoices shall contain the following seven line items:

1. Salaries
2. Benefits
3. Miscellaneous Operating Expenses
4. Equipment
5. Travel
6. Subcontractors/ Consultants
7. Indirect Costs

C. Submit one (1) signed, original invoice to the Contract Manager at the following address:

c/o Jerry Nolan
Division of Flood Management
California Department of Water Resources
3310 El Camino Avenue, Suite 200
Sacramento, CA 95821
ATTN: Hydrology Branch, Contract Invoice

D. Undisputed invoices shall be paid within 45 days of the date received at the address listed in B. above.

E. Disputed Invoices (ref: SAM – Ch 8400, 9.A5.3, Invoice Dispute Notification (STD.209)) If a dispute arises, the Contractor Program Manager named in Exhibit A Scope of Work, section F will be notified immediately by phone (e-mail will suffice for notification purposes) and will be provided an Invoice Dispute Notification (STD 209) within 15 working days. The 45-day period referred to in D. above is stopped effective the date that the Contractor receives telephonic or e-mail notification. The 45-day period will not restart until the dispute is resolved satisfactorily. Also see Exhibit D.5.

2. **BUDGET CONTINGENCY CLAUSE:** It is mutually agreed that if the Budget Act of the current year and/or any subsequent years covered under this Agreement does not appropriate sufficient funds for the program, this Agreement shall be of no further force and effect. In this event, the State shall have no liability to pay any funds whatsoever to Contractor or to furnish any other considerations under this Agreement and Contractor shall not be obligated to perform any provisions of this Agreement.

If funding for any fiscal year is reduced or deleted by the Budget Act for purposes of this program, the State shall have the option to either cancel this Agreement with no liability occurring to the State, or offer an Agreement Amendment to Contractor to reflect the reduced amount. Also see Exhibit D.1.

3. **PAYMENT:** Costs for this Agreement shall be computed in accordance with State Administrative Manual Section 8752 and 8752.1.

4. **PROMPT PAYMENT CLAUSE:** Payment will be made in accordance with and within the time specified in Government Code, Chapter 4.5 (commencing with Section 927).

5. **ADDITIONAL MONEY AND/OR TIME:** No further services are to be provided from the time funds are depleted until the contract amendment to a Task Order has been approved. In addition, no services shall be performed after the expiration date. Should Contractor anticipate that additional money or additional time is needed to complete this contract, Contractor shall notify the Program Manager in writing and in no less than 45 working days prior to the depletion of funds or expiration of this contract.

**Cost Sheet
FY 2014 - 2019**

Personnel Services **\$4,376,750.00**

Individual task orders will identify specific researchers as appropriate based on the type and level of expertise needed. See attachments to Exhibit B for estimates on Salaries and Benefits and provisions for updating rates. Actual personnel costs will be specific to the work required in each task order and may exceed, or be less than the estimates in the attachments to Exhibit B. The total cost of the contract shall not exceed the agreed upon total amount.

Travel and Per Diem **\$358,750.00**

Travel consists of round trip travel to authorized local California communities for the purpose of researching issues relevant to the purposes of this agreement. Overnight stays may be required when work requires consecutive days in a particular community.

Equipment Expenses **\$538,125.00**

Equipment includes purchase of specialized materials including computer hardware and software needed to conduct research identified in individual Task Orders subject to prior written authorization by DWR.

Miscellaneous Operating Expenses **\$107,625.00**

Miscellaneous expenses include incidental charges for photocopying, reproduction, telephone, postage, supplies, student tuition and fees, and small publication purchases. Also includes conference facility rental fees, meeting supply fees, and audio/visual needs for large meetings.

Facilities and Administration @ 25%
Modified Total Direct Costs (MTDC) **\$1,793,750.00**

Includes general costs for contract administration, general administration overhead, and accounts payable processing.

Total Agreement **\$7,175,000.00**

TABLE 1
FACULTY--LADDER RANKS--PROFESSOR SERIES*
ACADEMIC YEAR

Rank	Step	Years at Step	Minimum Scale 10/1/11		Adjusted Scale 10/1/11		Minimum Scale 7/1/13		Adjusted Scale 7/1/13	
			Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly
Instructor	-	-	45,900	3,825.00	47,300	3,941.67	46,800	3,900.00	48,200	4,016.67
Assistant Professor	I	2	53,200	4,433.33	54,800	4,566.67	54,300	4,525.00	55,900	4,658.33
	II	2	56,400	4,700.00	58,100	4,841.67	57,500	4,791.67	59,300	4,941.67
	III	2	59,500	4,958.33	61,300	5,108.33	60,700	5,058.33	62,500	5,208.33
	IV	2	62,900	5,241.67	64,800	5,400.00	64,200	5,350.00	66,100	5,508.33
	V	2	66,000	5,500.00	68,000	5,666.67	67,300	5,608.33	69,400	5,783.33
	VI	2	69,200	5,766.67	71,300	5,941.67	70,600	5,883.33	72,700	6,058.33
Associate Professor	I	2	66,100	5,508.33	68,100	5,675.00	67,400	5,616.67	69,500	5,791.67
	II	2	69,300	5,775.00	71,400	5,950.00	70,700	5,891.67	72,800	6,066.67
	III	2	73,200	6,100.00	75,400	6,283.33	74,700	6,225.00	76,900	6,408.33
	IV	3	77,700	6,475.00	80,000	6,666.67	79,300	6,608.33	81,600	6,800.00
	V	3	83,700	6,975.00	86,200	7,183.33	85,400	7,116.67	87,900	7,325.00
Professor	I	3	77,800	6,483.33	80,100	6,675.00	79,400	6,616.67	81,700	6,808.33
	II	3	83,800	6,983.33	86,300	7,191.67	85,500	7,125.00	88,000	7,333.33
	III	3	89,900	7,491.67	92,600	7,716.67	91,700	7,641.67	94,500	7,875.00
	IV	3	96,400	8,033.33	99,300	8,275.00	98,300	8,191.67	101,300	8,441.67
	V	-	103,300	8,608.33	106,400	8,866.67	105,400	8,783.33	108,500	9,041.67
	VI	-	111,800	9,316.67	115,200	9,600.00	114,000	9,500.00	117,500	9,791.67
	VII	-	121,000	10,083.33	124,600	10,383.33	123,400	10,283.33	127,100	10,591.67
	VIII	-	131,000	10,916.67	134,900	11,241.67	133,600	11,133.33	137,600	11,466.67
	IX	-	142,000	11,833.33	146,300	12,191.67	144,800	12,066.67	149,200	12,433.33

Comp Group A02

*The Acting Professorial titles, Adjunct Professor Series, Professor in Residence Series, Curator Series, and the Agronomist in the Agricultural Experiment Station Series are also paid on the Academic-Year Faculty Ladder Ranks salary scale.

TABLE 12
PROFESSIONAL RESEARCH SERIES
ACADEMIC YEAR - 1/9TH

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Minimum Scale 10/1/11</u>		<u>Adjusted Scale 10/1/11</u>		<u>Minimum Scale 7/1/13</u>		<u>Adjusted Scale 7/1/13</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
Assistant Research	I	2	53,200	5,911.11	54,800	6,088.89	54,300	6,033.33	55,900	6,211.11
	II	2	56,400	6,266.67	58,100	6,455.56	57,500	6,388.89	59,300	6,588.89
	III	2	59,500	6,611.11	61,300	6,811.11	60,700	6,744.44	62,500	6,944.44
	IV	2	62,900	6,988.89	64,800	7,200.00	64,200	7,133.33	66,100	7,344.44
	V	2	66,000	7,333.33	68,000	7,555.56	67,300	7,477.78	69,400	7,711.11
	VI	2	69,200	7,688.89	71,300	7,922.22	70,600	7,844.44	72,700	8,077.78
Associate Research	I	2	66,100	7,344.44	68,100	7,566.67	67,400	7,488.89	69,500	7,722.22
	II	2	69,300	7,700.00	71,400	7,933.33	70,700	7,855.56	72,800	8,088.89
	III	2	73,200	8,133.33	75,400	8,377.78	74,700	8,300.00	76,900	8,544.44
	IV	3	77,700	8,633.33	80,000	8,888.89	79,300	8,811.11	81,600	9,066.67
	V	3	83,700	9,300.00	86,200	9,577.78	85,400	9,488.89	87,900	9,766.67
Research	I	3	77,800	8,644.44	80,100	8,900.00	79,400	8,822.22	81,700	9,077.78
	II	3	83,800	9,311.11	86,300	9,588.89	85,500	9,500.00	88,000	9,777.78
	III	3	89,900	9,988.89	92,600	10,288.89	91,700	10,188.89	94,500	10,500.00
	IV	3	96,400	10,711.11	99,300	11,033.33	98,300	10,922.22	101,300	11,255.56
	V	-	103,300	11,477.78	106,400	11,822.22	105,400	11,711.11	108,500	12,055.56
	VI	-	111,800	12,422.22	115,200	12,800.00	114,000	12,666.67	117,500	13,055.56
	VII	-	121,000	13,444.44	124,600	13,844.44	123,400	13,711.11	127,100	14,122.22
	VIII	-	131,000	14,555.56	134,900	14,988.89	133,600	14,844.44	137,600	15,288.89
	IX	-	142,000	15,777.78	146,300	16,255.56	144,800	16,088.89	149,200	16,577.78

Comp Group A90

TABLE 13
PROFESSIONAL RESEARCH SERIES
FISCAL YEAR

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Minimum Scale</u> 10/1/11		<u>Adjusted Scale</u> 10/1/11		<u>Minimum Scale</u> 7/1/13		<u>Adjusted Scale</u> 7/1/13	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
Assistant Research	I	2	61,700	5,141.67	63,600	5,300.00	62,900	5,241.67	64,900	5,408.33
	II	2	65,400	5,450.00	67,400	5,616.67	66,700	5,558.33	68,700	5,725.00
	III	2	69,000	5,750.00	71,100	5,925.00	70,400	5,866.67	72,500	6,041.67
	IV	2	73,000	6,083.33	75,200	6,266.67	74,500	6,208.33	76,700	6,391.67
	V	2	76,600	6,383.33	78,900	6,575.00	78,100	6,508.33	80,500	6,708.33
	VI	2	80,300	6,691.67	82,700	6,891.67	81,900	6,825.00	84,400	7,033.33
Associate Research	I	2	76,700	6,391.67	79,000	6,583.33	78,200	6,516.67	80,600	6,716.67
	II	2	80,400	6,700.00	82,800	6,900.00	82,000	6,833.33	84,500	7,041.67
	III	2	84,900	7,075.00	87,400	7,283.33	86,600	7,216.67	89,100	7,425.00
	IV	3	90,100	7,508.33	92,800	7,733.33	91,900	7,658.33	94,700	7,891.67
	V	3	97,100	8,091.67	100,000	8,333.33	99,000	8,250.00	102,000	8,500.00
Research	I	3	90,200	7,516.67	92,900	7,741.67	92,000	7,666.67	94,800	7,900.00
	II	3	97,200	8,100.00	100,100	8,341.67	99,100	8,258.33	102,100	8,508.33
	III	3	104,300	8,691.67	107,400	8,950.00	106,400	8,866.67	109,500	9,125.00
	IV	3	111,800	9,316.67	115,200	9,600.00	114,000	9,500.00	117,500	9,791.67
	V	—	119,800	9,983.33	123,400	10,283.33	122,200	10,183.33	125,900	10,491.67
	VI	—	129,700	10,808.33	133,600	11,133.33	132,300	11,025.00	136,300	11,358.33
	VII	—	140,400	11,700.00	144,600	12,050.00	143,200	11,933.33	147,500	12,291.67
	VIII	—	152,000	12,666.67	156,600	13,050.00	155,000	12,916.67	159,700	13,308.33
	IX	—	164,700	13,725.00	169,600	14,133.33	168,000	14,000.00	173,000	14,416.67

Comp Group A91

TABLE 29
SPECIALIST IN COOPERATIVE EXTENSION SERIES
FISCAL YEAR

Rank	Step	Years at Step	Minimum Scale 10/1/11		Adjusted Scale 10/1/11		Minimum Scale 7/1/13		Adjusted Scale 7/1/13	
			Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly
Assistant Specialist	I	2	61,700	5,141.67	63,600	5,300.00	62,900	5,241.67	64,900	5,408.33
	II	2	65,400	5,450.00	67,400	5,616.67	66,700	5,558.33	68,700	5,725.00
	III	2	69,000	5,750.00	71,100	5,925.00	70,400	5,866.67	72,500	6,041.67
	IV	2	73,000	6,083.33	75,200	6,266.67	74,500	6,208.33	76,700	6,391.67
	V	2	76,600	6,383.33	78,900	6,575.00	78,100	6,508.33	80,500	6,708.33
	VI	2	80,300	6,691.67	82,700	6,891.67	81,900	6,825.00	84,400	7,033.33
Associate Specialist	I	2	76,700	6,391.67	79,000	6,583.33	78,200	6,516.67	80,600	6,716.67
	II	2	80,400	6,700.00	82,800	6,900.00	82,000	6,833.33	84,500	7,041.67
	III	2	84,900	7,075.00	87,400	7,283.33	86,600	7,216.67	89,100	7,425.00
	IV	3	90,100	7,508.33	92,800	7,733.33	91,900	7,658.33	94,700	7,891.67
	V	3	97,100	8,091.67	100,000	8,333.33	99,000	8,250.00	102,000	8,500.00
Specialist	I	3	90,200	7,516.67	92,900	7,741.67	92,000	7,666.67	94,800	7,900.00
	II	3	97,200	8,100.00	100,100	8,341.67	99,100	8,258.33	102,100	8,508.33
	III	3	104,300	8,691.67	107,400	8,950.00	106,400	8,866.67	109,500	9,125.00
	IV	3	111,800	9,316.67	115,200	9,600.00	114,000	9,500.00	117,500	9,791.67
	V	--	119,800	9,983.33	123,400	10,283.33	122,200	10,183.33	125,900	10,491.67
	VI	--	129,700	10,808.33	133,600	11,133.33	132,300	11,025.00	136,300	11,358.33
	VII	--	140,400	11,700.00	144,600	12,050.00	143,200	11,933.33	147,500	12,291.67
	VIII	--	152,000	12,666.67	156,600	13,050.00	155,000	12,916.67	159,700	13,308.33
	IX	--	164,700	13,725.00	169,600	14,133.33	168,000	14,000.00	173,000	14,416.67

Comp Group A94

TABLE 28
COOPERATIVE EXTENSION ADVISOR SERIES
FISCAL YEAR

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Minimum Scale</u> 10/1/11		<u>Adjusted Scale</u> 10/1/11		<u>Minimum Scale</u> 7/1/13		<u>Adjusted Scale</u> 7/1/13	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
Assistant Advisor	I	2	46,800	3,900.00	48,200	4,016.67	47,700	3,975.00	49,200	4,100.00
	II	2	49,100	4,091.67	50,600	4,216.67	50,100	4,175.00	51,600	4,300.00
	III	2	51,500	4,291.67	53,000	4,416.67	52,500	4,375.00	54,100	4,508.33
	IV	2	54,800	4,566.67	56,400	4,700.00	55,900	4,658.33	57,500	4,791.67
	V	2	57,900	4,825.00	59,600	4,966.67	59,100	4,925.00	60,800	5,066.67
	VI	2	61,100	5,091.67	62,900	5,241.67	62,300	5,191.67	64,200	5,350.00
Associate Advisor	I	2	58,000	4,833.33	59,700	4,975.00	59,200	4,933.33	60,900	5,075.00
	II	2	61,200	5,100.00	63,000	5,250.00	62,400	5,200.00	64,300	5,358.33
	III	2	63,900	5,325.00	65,800	5,483.33	65,200	5,433.33	67,100	5,591.67
	IV	3	68,900	5,741.67	71,000	5,916.67	70,300	5,858.33	72,400	6,033.33
	V	3	73,900	6,158.33	76,100	6,341.67	75,400	6,283.33	77,600	6,466.67
Advisor	I	3	69,000	5,750.00	71,100	5,925.00	70,400	5,866.67	72,500	6,041.67
	II	3	74,000	6,166.67	76,200	6,350.00	75,500	6,291.67	77,700	6,475.00
	III	3	80,300	6,691.67	82,700	6,891.67	81,900	6,825.00	84,400	7,033.33
	IV	3	86,900	7,241.67	89,500	7,458.33	88,600	7,383.33	91,300	7,608.33
	V	-	93,000	7,750.00	95,800	7,983.33	94,900	7,908.33	97,700	8,141.67
	VI	-	100,800	8,400.00	103,800	8,650.00	102,800	8,566.67	105,900	8,825.00
	VII	-	110,100	9,175.00	113,400	9,450.00	112,300	9,358.33	115,700	9,641.67
	VIII	-	121,200	10,100.00	124,800	10,400.00	123,600	10,300.00	127,300	10,608.33
	IX	-	131,800	10,983.33	135,800	11,316.67	134,400	11,200.00	138,500	11,541.67

Comp Group A80

UC Berkeley Composite Benefit Rates

The approved UC Berkeley composite fringe benefit rates for fiscal year 2013-14 are listed below and should be used to transact and budget for fringe costs. Future year rate estimates are for planning purposes, only (e.g., multi-year budgeting, financial aid planning, contract and grant proposal submissions, etc.). Actual rates for years beyond FY13-14 are subject to change.

UCB Composite Benefit Rates (effective 7/1/2013)

CBR Composite Benefit Rates (Effective 7/1/2015)		Projections for Planning Purposes ----->							
	Approved	FY14	FY15	FY16	FY17	FY18	FY19	FY20	
CBR Rate Group		FY14	FY15	FY16	FY17	FY18	FY19	FY20	
Academic		33.9%	36.8%	39.5%	42.1%	42.6%	43.2%	43.7%	
Staff		41.5%	44.6%	47.6%	50.5%	51.3%	52.0%	52.9%	
Limited		17.3%	18.1%	19.1%	20.0%	20.4%	20.9%	21.4%	
Students (Graduate and Undergraduate)		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

Notes:

- Approved rates have been reviewed and approved by the Department of Health and Human Services for use by all fund sources for FY13-14. These rates will be applied to gross earnings to generate benefit costs posted to the general ledger.
- Rates beyond June 30, 2014 are estimates and are provided for planning purposes only. Future benefits rates are subject to review and approval by the Department of Health and Human Services on an annual or bi-annual basis.
- Rate changes reflect anticipated increases and decreases in benefit costs, including health care and retirement contributions.
- "Limited" includes Postdocs, Faculty Summer Salary and appointments with BELI code 2, 3, or 4.

**UC Davis Composite Fringe Benefit Rates
Approved and Projected Rates
as of July 2013**

Retirement Eligible		Federally Approved FY 2011-12 Rate	Federally Approved FY 2012-13 Rate	Federally Approved FY 2013-14 Rate	* Projected FY 2014-15 Rate	* Projected FY 2015-16 Rate	* Projected FY 2016-17 Rate
A	Healthcomp Faculty over \$200K	14.7%	16.6%	19.5%	20.0%	21.4%	22.8%
	Healthcomp Faculty, Physicians, Physician Assistants, LAW and GSM Academic Senate & Nurses	23.5%	26.4%	30.3%	31.5%	33.3%	35.5%
	Academic Senate, MSP, Academic Assistant and Associate Researchers, Other Academic Appointments (99), Ag Experiment Station, Fire and Police	27.0%	30.3%	36.0%	38.2%	40.4%	42.6%
	All Other Employees	40.2%	44.2%	48.3%	51.1%	54.2%	56.7%
	Service Professionals	54.1%	58.6%	63.7%	66.8%	70.6%	74.5%
Non-Retirement Eligible							
F	Postdoc Employees & Faculty Summer Salaries ⁽¹⁾	19.5%	20.1%	15.6%	16.0%	17.0%	18.0%
	Grad & Undergrad Students	1.3%	1.3%	1.3%	1.3%	1.3%	1.3%
	Research Allied Professionals, Clerical, Research Support, Service and Technical	9.1%	9.5%	10.1%	10.4%	10.9%	11.4%
	All Other Employees	2.9%	2.9%	3.1%	3.1%	3.1%	3.1%
Other Rates							
J	Healthcomp Bonus Payments	4.1%	4.1%	4.1%	4.1%	4.1%	4.1%

⁽¹⁾ Faculty Summer Salaries have been moved to Group F starting in FY 2013-14
Faculty Summer Salaries are identified by the following DOS Codes: ACR, AAC, ACA, SSC, SST, ACM, AMN, OEN, ACF, AFN, AFR
• Projected rates are for budgeting purposes only. The rate structure will be changing with the conversion to UC Path in FY 2014-15.

Chart L
UC Davis Agricultural & Natural Resources (ANR) Consolidated Fringe Benefit Rate
Fringe Benefit Rate Summary
As of April 1, 2013

Retirement Eligible (Career / Contract)		Federally Approved FY 2011- 12 Rate	Federally Approved FY 2012- 13 Rate	Federally Approved FY 2013- 14 Rate	* Projected FY 2014- 15 Rate
A	Cooperative Extension Advisor, Academic Coordinator, Academic Administrator, Management Services Officer(MSO), Management/Senior Professional (MSP), CE Specialists	31.9%	35.5%	37.8%	39.9%
	Staff Research Assoc I, II, III; Lab Asst. I, II, III; Computer Resource Specialist, Analysts, Administrative Specialists; Editor, Sr.Editor, Prin Editor, Superintendents	43.2%	47.2%	49.8%	51.9%
	Program Representatives, Community Health Program Representatives, ___Assistant I, II, III; Survey Worker, Lab Helper, Ag Technician, Farm Laborer	55.3%	59.9%	62.7%	64.6%
Non-Retirement Eligible (Limited Term)					
D	Postdoc Employees	17.0%	17.4%	15.6%	16.0%
E	UC Davis Grad & Undergrad Students (TC: 4920)	1.4%	1.4%	1.3%	1.3%
F	All Limited Term Employees (includes non-UCD students; TC: 9995)	6.4%	6.5%	5.9%	6.9%

* Projected rates are for budgeting purposes only. The rate structure will be changing with the conversion to UC Path in FY 2014-15.

UC Davis ANR Retirement Eligible

TITLE CODE	JOB TITLE	BARGAINING UNIT	COMPOSITE RATE GROUP	FY 2011-12	FY 2012-13	FY 2013-14	FY 2014-15
0245	DIRECTOR (FUNCTIONAL AREA)	99	A	31.9%	35.5%	37.8%	39.9%
0280	MANAGER (FUNCTIONAL AREA)	99	A	31.9%	35.5%	37.8%	39.9%
0355	ADMIN/COORD/OFFICER(FUNC AREA)	99	A	31.9%	35.5%	37.8%	39.9%
0355	ADMIN/COORD/OFFICER(FUNC AREA)	99	A	31.9%	35.5%	37.8%	39.9%
0841	ACADEMIC COORD I - FISCAL YR	99	A	31.9%	35.5%	37.8%	39.9%
0843	ACADEMIC COORD II - FISCAL YR	99	A	31.9%	35.5%	37.8%	39.9%
0845	ACADEMIC COORD III - FISCAL YR	99	A	31.9%	35.5%	37.8%	39.9%
1065	ACADEMIC ADMINISTRATOR V	99	A	31.9%	35.5%	37.8%	39.9%
1067	ACADEMIC ADMINISTRATOR VII	99	A	31.9%	35.5%	37.8%	39.9%
1099	ADMINISTRATIVE STIPEND	87	A	31.9%	35.5%	37.8%	39.9%
3004	SPECIALIST IN THE A.E.S.	FX	A	31.9%	35.5%	37.8%	39.9%
3330	JUNIOR SPECIALIST	FX	A	31.9%	35.5%	37.8%	39.9%
3394	ASST PROJECT _____FISCAL YEAR	FX	A	31.9%	35.5%	37.8%	39.9%
3441	COOP EXT ADVISOR	FX	A	31.9%	35.5%	37.8%	39.9%
3451	ASSOC COOP EXT ADVISOR	FX	A	31.9%	35.5%	37.8%	39.9%
3461	ASST COOP EXT ADVISOR	FX	A	31.9%	35.5%	37.8%	39.9%
3479	SPECIALIST IN COOP EXT	FX	A	31.9%	35.5%	37.8%	39.9%
4672	CLERK, SR/SECRETARY	CX	C	55.3%	59.9%	62.7%	64.6%
4722	____ASSISTANT III	CX	C	55.3%	59.9%	62.7%	64.6%
4723	____ASSISTANT II	CX	C	55.3%	59.9%	62.7%	64.6%
4724	____ASSISTANT I	CX	C	55.3%	59.9%	62.7%	64.6%
4726	____ASSISTANT III-SUPVR	99	C	55.3%	59.9%	62.7%	64.6%
4802	COMPUTER RES. SPEC. SUPV, II	99	B	43.2%	47.2%	49.8%	51.9%
4804	COMPUTER RESOURCE SPEC. II	TX	B	43.2%	47.2%	49.8%	51.9%
4805	COMPUTER RESOURCE SPEC. I	TX	B	43.2%	47.2%	49.8%	51.9%
5063	STORES WORKER	SX	C	55.3%	59.9%	62.7%	64.6%
5071	STORES SUPVR	99	B	43.2%	47.2%	49.8%	51.9%
5116	CUSTODIAN, SR	SX	C	55.3%	59.9%	62.7%	64.6%
5119	CUSTODIAN SUPV, ASST.	99	B	43.2%	47.2%	49.8%	51.9%
6102	ARTIST, SR	TX	B	43.2%	47.2%	49.8%	51.9%
6108	PR PRODUCER DIRECTOR - SUPVR	99	B	43.2%	47.2%	49.8%	51.9%
6112	ILLUSTRATOR, SR	TX	B	43.2%	47.2%	49.8%	51.9%
6211	PRODUCER-DIRECTOR, MANAGING	99	B	43.2%	47.2%	49.8%	51.9%
6212	PRODUCER-DIRECTOR, PRIN	99	B	43.2%	47.2%	49.8%	51.9%

UC Davis ANR Retirement Eligible, page three

7671	PUBLIC INFORMATION REP, SR	99	B	43.2%	47.2%	49.8%	51.9%
7672	PUBLIC INFORMATION REP	99	B	43.2%	47.2%	49.8%	51.9%
7678	PUBLICATIONS MANAGER, SR	99	B	43.2%	47.2%	49.8%	51.9%
7680	EDITOR, PRINCIPAL - SUPERVISOR	99	B	43.2%	47.2%	49.8%	51.9%
7682	EDITOR, PRIN	99	B	43.2%	47.2%	49.8%	51.9%
7683	EDITOR, SR	99	B	43.2%	47.2%	49.8%	51.9%
7684	EDITOR	TX	B	43.2%	47.2%	49.8%	51.9%
7698	ADMINISTRATIVE SPECIALIST I	99	B	43.2%	47.2%	49.8%	51.9%
7703	WRITER, SR	99	B	43.2%	47.2%	49.8%	51.9%
7703	WRITER, SR	99	B	43.2%	47.2%	49.8%	51.9%
8115	SUPERINTENDENT, PHYSICAL PLANT	99	B	43.2%	47.2%	49.8%	51.9%
8116	SUPERINTENDENT, PHYS PLT, ASST	99	B	43.2%	47.2%	49.8%	51.9%
8118	SUPERINTENDENT, ARGICULTUR, PRIN	99	B	43.2%	47.2%	49.8%	51.9%
8119	SUPERINTENDENT, ARGICULTURE, SR	99	B	43.2%	47.2%	49.8%	51.9%
8133	GROUNDKEEPER	SX	C	55.3%	59.9%	62.7%	64.6%
8148	FARM MAINTENANCE WORKER, SR	SX	C	55.3%	59.9%	62.7%	64.6%
8149	FARM MAINTENANCE WORKER	SX	C	55.3%	59.9%	62.7%	64.6%
8156	MATERIAL COORDINATOR	K3	C	55.3%	59.9%	62.7%	64.6%
8172	MECHANIC, PHYSICAL PLANT, SR	K3	C	55.3%	59.9%	62.7%	64.6%
8174	MECHANIC, PHYSICAL PLANT	K3	C	55.3%	59.9%	62.7%	64.6%
8212	BUILDING MAINTENANCE WORKER, SR	SX	C	55.3%	59.9%	62.7%	64.6%
8213	BUILDING MAINTENANCE WORKER	SX	C	55.3%	59.9%	62.7%	64.6%
8522	MECHANIC, FARM MACHINERY, SR	SX	C	55.3%	59.9%	62.7%	64.6%
8523	MECHANIC, FARM MACHINERY	SX	C	55.3%	59.9%	62.7%	64.6%
8540	TECHNICIAN, AGRICULTURAL, PRIN	SX	C	55.3%	59.9%	62.7%	64.6%
8541	TECHNICIAN, AGRICULTURAL, SR	SX	C	55.3%	59.9%	62.7%	64.6%
8541	TECHNICIAN, AGRICULTURAL, SR	SX	C	55.3%	59.9%	62.7%	64.6%
8542	TECHNICIAN, AGRICULTURAL	SX	C	55.3%	59.9%	62.7%	64.6%
8543	LABORER, FARM	SX	C	55.3%	59.9%	62.7%	64.6%
9324	COMMUNITY HEALTH PROG REP, SR	99	C	55.3%	59.9%	62.7%	64.6%
9325	COMMUNITY HEALTH PROGRAM REP	99	C	55.3%	59.9%	62.7%	64.6%
9325	COMMUNITY HEALTH PROGRAM REP	99	C	55.3%	59.9%	62.7%	64.6%
9525	TECHNICIAN, ANIMAL	TX	B	43.2%	47.2%	49.8%	51.9%
9536	TECHNICIAN, ANIMAL HEALTH II	TX	B	43.2%	47.2%	49.8%	51.9%
9602	LABORATORY ASST III	TX	B	43.2%	47.2%	49.8%	51.9%
9603	LABORATORY ASST II	TX	B	43.2%	47.2%	49.8%	51.9%
9605	LABORATORY ASST I	TX	R	43.2%	47.2%	49.8%	51.9%

UC Davis ANR Retirement Eligible, page four

9606	LABORATORY HELPER	SX	C	55.3%	59.9%	62.7%	64.6%
9611	STAFF RESEARCH ASSOC III	RX	B	43.2%	47.2%	49.8%	51.9%
9612	STAFF RESEARCH ASSOC II	RX	B	43.2%	47.2%	49.8%	51.9%
9613	STAFF RESEARCH ASSOC I	RX	B	43.2%	47.2%	49.8%	51.9%
9615	SRA III - SUPERVISOR	99	B	43.2%	47.2%	49.8%	51.9%
9617	STAFF RES ASSOC II-NONEXEMPT	RX	B	43.2%	47.2%	49.8%	51.9%

UC Irvine Composite Employee Benefit Rates
Approved and Projected Rates
as of July 2013

	Approved	Projections based on 3% annual increases approved Jun 1, 2011					
		FY 13-14	FY 14-15	FY 15-16	FY 16-17	FY 17-18	FY 18-19
Academic Personnel	29.65	32	33.8	36.1	36.1	36.1	36.1
Visiting Academic Titles 50-100%	7.3	7.3	7.3	7.3	7.3	7.3	7.3
9 Month Academic (Summer Salary)	12.7*	12.7*	12.7*	12.7*	12.7*	12.7*	12.7*
Staff Personnel - Career	34.65	37	38.8	41.1	41.1	41.1	41.1
Staff Personnel, Limited w/ Core Benefits	4.4**	4.4**	4.4**	4.4**	4.4**	4.4**	4.4**
Staff Personnel, Limited w/o Core Benefits	3.5***	3.5***	3.5***	3.5***	3.5***	3.5***	3.5***
Undergraduate and Graduate Students	1.3^	1.3^	1.3^	1.3^	1.3^	1.3^	1.3^
Undergraduate and Graduate Student, Summer	3.0^^	3.0^^	3.0^^	3.0^^	3.0^^	3.0^^	3.0^^

* Exclude FICA if not coordinated

** Plus 6.2% OASDI when applicable

*** Plus 6.2% OASDI when applicable

^ Plus incentive assessment if non-academic job classification

^ Plus graduate student fee and tuition remission if applicable

^ Workers' Comp. only

^^ Plus incentive assessment if non-academic job classification

^^ Workers' Comp., UI, and Medicare

UC Los Angeles Composite Employee Benefit Rates
Approved and Projected Rates
approved September 16, 2010

	Approved	Projections based on 3% annual increases approved Jun 1, 2011				
	FY 13-14	FY 14-15	FY 15-16	FY 16-17	FY 17-18	FY 18-19
Academic Personnel	29	31	33	35	37	37
Visiting Academic Titles 50-100%	7.3	7.3	7.3	7.3	7.3	7.3
9 Month Academic (Summer Salary)	12.7	12.7	12.7	12.7	12.7	12.7
Staff Personnel - Career	36*	38	40	42	44	44
Staff Personnel, Limited w/ Core Benefits	4.4**	4.4**	4.4**	4.4**	4.4**	4.4**
Staff Personnel, Limited w/o Core Benefits	3.5***	3.5***	3.5***	3.5***	3.5***	3.5***
Postdoctoral Scholars	19	19	19	19	19	19
Undergraduate and Graduate Students	1.3^	1.3^	1.3^	1.3^	1.3^	1.3^
Undergraduate and Graduate Student, Summer	3.0^^	3.0^^	3.0^^	3.0^^	3.0^^	3.0^^

* this includes reinstatement of employer contributions in April 2010 at a level of 4%

** working more than 17.5 hrs/wk, excluding students in casual restricted jobs or an academic title designated as student assistant; per diem, by agreement, and stipend only employees; and initial appointment of temporary for less than three months

*** working less than 17.5 hrs/wk and agreement, stipend only, per diem, and temporary employees

^ Workers' Comp. only

^^ Workers' Comp., UI, and Medicare

**UC Merced Composite Fringe Benefit Rates
Approved and Projected Rates
as of July 2013**

	Approved	Projections based on 3% annual increases approved Jun 1, 2011					
		<u>FY 13-14</u>	<u>FY 14-15</u>	<u>FY 15-16</u>	<u>FY 16-17</u>	<u>FY 17-18</u>	<u>FY 18-19</u>
Staff Career	35.00	36.05	37.13	38.25	39.39	40.57	
Academic Appointment	25.00	25.75	26.52	27.32	28.14	28.98	
Visiting	7.00	7.21	7.43	7.65	7.88	8.11	
9 Month Academic	22.00	22.66	23.34	24.04	24.76	25.50	
9 Month Academic (Summer Salary)	11.00	11.33	11.67	12.02	12.38	12.75	
Staff Casual - Core Benefits	6.00	6.18	6.37	6.56	6.75	6.96	
Staff Casual - No Core Benefits	2.00	2.06	2.12	2.19	2.25	2.32	
Student	1.40	1.44	1.49	1.53	1.58	1.62	

**UC Riverside Composite Fringe Benefit Rates
Approved and Projected Rates
as of July 2013**

Employee Classification	Applicable Rate	Comments
Ladder Rank Academics - Additional compensation	12.70%	Additional compensation for period of UCR employment beyond the position's regular appointment period (e.g., summer salary).
Non-Ladder Rank Academics & Career Staff		Use estimated base pay to determine the appropriate salary band and corresponding rate.
Up to \$46,000 per year	38%	
\$46,001 - \$92,000 per year	35%	
\$92,001 or more per year	28%	
Visiting Academic Titles		Core medical and life are not percentage based benefits and should be added to the estimated benefit cost derived by using the composite rate.
Appointments less than 43.75%	1.33%	
Appointments of 43.75 - 49.99%	<u>1.33% + Core Medical and Core Life from UCR Benefit Rates Table</u>	
For appointments of 50 - 100%	7.30%	
Post Doctoral Researchers (includes post graduate researcher appointments)	21%	Use for post graduate researcher appointments as well.
Staff - Limited Without Core Benefits (including Undergraduate Students in Student Assistant Titles - Title Codes 4921 and 4922)	3.56%	<u>Workers Compensation, Employee Support Program, Unemployment Insurance, Medicare and Incentive Award Program from UCR Benefit Rates Table.</u>
Staff - Limited With Core Benefits	<u>3.56% + Core Medical and Core Life from UCR Benefit Rates Table</u>	Core medical and life are not percentage based benefits and should be added to the estimated benefit cost derived by using the composite rate.
Graduate Student Researchers - Academic Year	<u>3.06% + GSHIP and Fee Remission + Tuition Remission, if applicable</u>	<u>GSHIP, Fee and Tuition Remission costs are budgeted as part of the total fringe benefit cost. See the Tuition, Fee Remission, GSHIP tab in the Quick References section of this web site for more information.</u>
Graduate Student Researchers - Summer Months	3.06%	<u>Workers Compensation, Employee Support Program, Unemployment Insurance and Medicare</u>

UC San Diego Composite Fringe Benefit Rates Approved and Projected Rates

	FY12-13	FY13-14	FY14-15	FY15-16	FY16-17	FY17-18
Academic Appointee	34.20%	37.40%	38.60%	39.40%	40.20%	41%
Staff Employee	44.20%	48%	49.80%	50.80%	51.80%	52.80%
Miscellaneous Special Rates: (These rates are not escalated like the Composite Rates above)						
Academic Visiting Appointee					10.80%	
Academic Summer Salary Appointee – Social Security Coordinated					12.20%	
Academic Summer Salary Appointees – Not Social Security Coordinated					4.50%	
Postdoctoral Scholar - Employee					22.10%	
Postdoctoral Scholar - Fellow					22.20%	
Retirees					2%	
Staff Personnel – Casual with CORE Benefits					4.7% + 6.2% OASDI	
Staff Personnel – Casual without CORE Benefits					2.5% + 6.2% OASDI	
Undergraduate and Graduate Students – Academic Year					0.60%	
Undergraduate and Graduate Students – Summer Months					2.50%	

Composite Rates are a weighted average percentage which consist of the following components:

UCRS Retirement Contribution	Employee Support Program
Health Plan Contribution	Unemployment Insurance
Social Security (FICA)	Non-Industrial Disability Insurance
Dental Plan	Employer-Paid Life Insurance
Vision Contribution	Annuitant Health/Dental Program
Workers' Compensation Insurance	General Liability Insurance

UC San Francisco Composite Fringe Benefit Rates
Approved and Projected Rates
effective April 15, 2010

	FY12-13	FY13-14	FY14-15	FY15-16	FY16-17	FY17-18
Academic	29%	31%	33%	35%	37%	39%
Staff	37%	39%	41%	43%	45%	47%
Academic Personnel	Jan 2011 Fringe Benefits Guidance Memo					
Staff Personnel - Career						
Visiting Academic Titles						
Staff Personnel – Casual with CORE Benefits	13%					
Staff Personnel – Casual without CORE Benefits	5%*					
Graduate Students – Academic Year	3%**					
Graduate Students – Summer	1%^					
Postdoctoral Fellow	2%^					
	23%					

* Working more than 17.5 hrs/wk, excluding students in casual restricted jobs or an academic title designated as student assistant, per diem, by agreement, and stipend only employees, and initial appointment of temporary for less than 3 months.

** Working less than 17.5 hrs/wk, and by agreement, stipend only per diem, and temporary employees

^ Worker's Compensation Insurance Only

^^ Worker's compensation, Unemployment Insurance and Medicare

UC Santa Barbara Composite Fringe Benefit Rates Approved and Projected Rates effective July 1, 2012

KEY TO FRINGE BENEFIT SCHEDULE

Appointment Type	Duration	% Time of Appt.	Other Criteria of Appointment	Schedule
Academic appointees	Academic Year		Coordinated with FICA and over ceiling *	A
	Summer Months		Coordinated with FICA and under ceiling *	B
	less than 3 months	up to 100%		C
	more than 3 months	up to 40%	avg. 17.5 or more hours (43.75%) worked/week	D
Fiscal appointees	3 months - less than 1 year	100%	avg. 17.5 or more hours (43.75%) worked/week	E
	less than 1 year	up to 80%		D
	1 year or more	50% - 100%	avg. 17.5 or more hours (43.75%) worked/week	A
Visiting Titles	1 year or more	50% - 100%		F
Post Doctoral Titles**				G
All titles that do not qualify above				K
	less than 3 months	up to 100%	avg. 17.5 or more hours (43.75%) worked/week	H
	more than 3 months	up to 40%	avg. 17.5 or more hours (43.75%) worked/week	H
All Titles	3 months - less than 1 year	100%		I
	less than 1 year	up to 80%		H
	1 year or more	50% to 100%	avg. 17.5 or more hours (43.75%) worked/week	J
Staff Titles				K
	All titles that do not qualify above			K
	Academic Year (Exempt from Withholding***)	up to 50%	registered for at least 8 units	L
Student Titles	Summer Months (Subject to Withholding***)			K
	Academic Year			K
	Graduate Students in Academic Titles			K
	All Students in Assistant Titles			K

FRINGE BENEFIT SCHEDULE

Schedule Letter from Key (Monthly Salary Band as applicable)	Academic Titles				Staff Titles										Student Titles			
	A				B	C	D	E	F	G	H	I	J		K	L		
	<4K	4K-8K	8K-12K	>12K									<4K	4K-8K	8K-12K			
OPEB (Other Postemployment Benefits) - Admin.	0.17%	0.17%	0.17%	0.17%										0.17%	0.17%	0.17%		
OPEB - Amultiant, Health & Dental Program	3.51%	3.51%	3.51%	3.51%										3.51%	3.51%	3.51%		
Core Medical Contribution							3.34%					4.81%	0.01%					
Core Life Insurance							0.03%	0.01%				0.03%						
Dental Plan Contribution	1.15%	1.25%	1.00%	0.67%						0.83%				2.18%	1.48%	1.17%		
Employee Support Program	0.43%	0.43%	0.43%	0.43%			0.43%	0.43%			0.43%	0.43%	0.43%	0.43%	0.43%	0.43%		
Defined Contribution Plan					3.50%													
Health Plan Contribution	10.51%	12.77%	9.12%	5.75%					12.54%	27.83%	14.45%			23.27%	14.83%	10.58%		
Leave Accruals														3.80%	7.79%	9.23%		
Life Insurance (Employer Paid in U/E code)	0.05%	0.05%	0.04%	0.03%							0.27%			0.12%	0.07%	0.05%		
Medicare Contribution	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%		
Non-industrial Disability Insurance (NDI)	0.05%	0.02%	0.07%	0.05%						0.10%				0.18%	0.11%	0.08%		
Old Age, Survivors, & Disability Insurance (OASDI)	6.20%	6.20%	6.20%	6.20%										6.20%	6.20%	6.20%		
UCRP Retirement Contribution																		
Unemployment Insurance	0.60%	0.60%	0.60%	0.60%	0.60%	0.60%	0.60%	0.60%	0.60%	0.60%	0.60%	0.60%	0.60%	0.60%	0.60%	0.60%		
Vision Contribution	0.14%	0.15%	0.12%	0.08%						0.14%				0.33%	0.20%	0.11%		
Worker's Compensation Insurance	1.04%	1.04%	1.04%	1.04%	1.04%	1.04%	1.04%	1.04%	1.04%	1.04%	1.04%	1.04%	1.04%	1.04%	1.04%	1.04%	1.04%	
PROJECTED FRINGE BENEFIT RATES	24.2%	26.5%	18.9%		6.6%	12.8%	6.9%	16.1%	30.9%	18.3%	8.4%	35.0%	45.9%	37.7%	34.6%	3.1%	1.0%	

PROJECTED FRINGE BENEFIT RATES

24.2%	26.5%	22.6%	18.9%	6.6%	12.8%	6.9%	16.4%	30.9%	18.3%	8.4%	35.0%	45.9%	37.7%	34.6%	3.1%	1.0%
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† UCRP CONTRIBUTION

Add the following to rates marked † above. DOES NOT apply to summer salary for 6-month academic appointees, Post Doctoral Titles, or students in any title.

Effective 7/1/12 (FY13): 10.83% Effective 7/1/13 (FY14): 12.65% Effective 7/1/14 (FY15): 15% Effective 7/1/15 (FY16): 16.8% Effective 7/1/16 (FY17) until amended: 16.1%

†† For Fiscal appointees (11-months) only, add 0.2% for Leave Accruals

* Ceiling for OASDI component of FICA = \$110,100

** For Protocols and additional guidance, please refer to the "Notes for Salary Scales and Fringe Benefits Projections" located at <http://www.research.ucsb.edu/spo/budget-preparation>.

*** See Memorandum (2/28/05) from Dean Li to Chairs, Grad. Advisors, Grad. Assistants, AAs, ORUs, and Grad. Students.

**Exhibit D – Special Terms and Conditions for
Department of Water Resources
(University of California Office of the President)**

1. AVAILABILITY OF FUNDS: Work to be performed under this contract is subject to availability of funds through the State's normal budget process.

2. AUDIT CLAUSE: For contracts in excess of \$10,000 the contracting parties shall be subject to the examination and audit of the State Auditor for a period of three years after final payment under the contract (Government Code Section 8546.7)

3. SUBCONTRACTING:

A. The Contractor shall perform the work contemplated with resources available within its own organization and no portion of the work shall be subcontracted except for subcontracts expressly identified in the Task Order.

B. If the total of all subcontract(s) exceeds \$50,000.00 or 25% of the total contract amount, whichever is less, the Contractor must certify that the subcontractor has been selected by the Contractor pursuant to a competitive bidding process that requires at least three bids from responsible bidders. Services may be subcontracted without competitive bid only when the contract is with:

- A governmental agency from California or any state (PCC, para 10340) or a state college or state university from California or any state.
- A local governmental entity or agency, including those created as a Joint Powers Authority (JPA)
- An auxiliary organization of the CSU, or a California community college
- The Federal Government
- A foundation organized to support the Board of Governors of the California Community Colleges, or
- An auxiliary organization of the Student Aid Commission established under Education Code para 69522

C. If the Contractor is unable to obtain three (3) competitive bids or three (3) statements of qualification, the Contractor shall submit a written explanation to the Department. The Department will decide whether to seek authorization to allow the Contractor to proceed with the proposed subcontract. The Contractor may only charge overhead on the first \$25,000.00 for each subcontract.

4. CONFLICT OF INTEREST:

A. Current and Former State Employees: Contractor should be aware of the following provisions regarding current or former state employees. If Contractor has any questions on the status of any person rendering services or involved with the Agreement, the awarding agency must be contacted immediately for clarification.

(1) Current State Employees: (PCC para 10410)

(a) No officer or employee shall engage in any employment, activity or enterprise from which the officer or employee receives compensation or has a financial interest and which is sponsored or funded by any state agency, unless the employment, activity or enterprise is required as a condition of regular state employment.

(b) No officer or employee shall contract on his or her own behalf as an independent contractor with any state agency to provide goods or services.

(2) Former State Employees: (PCC para 10411)

(a) For the two-year period from the date he or she left state employment, no former state officer or employee may enter into a contract in which he or she engaged in any of the negotiations, transactions, planning, arrangements or any part of the decision-making process relevant to the contract while employed in any capacity by any state agency.

(b) For the twelve-month period from the date he or she left state employment, no former state officer or employee may enter into a contract with any state agency if he or she was employed by that state agency in a policy-making position in the same general subject area as the proposed contract within the 12-month period prior to his or her leaving state service.

B. Penalty for Violation:

(a) If the Contractor violates any provisions of the above, DWR may terminate this Agreement and/or Task Order per the Termination clause (Exhibit D.5)

C. Members of Boards and Commissions:

(a) Members of boards and commissions are exempt from this section if they do not receive payment other than payment of each meeting of the board or commission, payment for preparatory time and payment for per diem. (PCC para 10430 (e)).

D. Representation Conflicts of Interest:

The Contractor must disclose to the DWR Program Manager any known activities by contractor or subcontractor personnel involving representation of parties, or provision of consultation services to parties, who are adversarial to DWR. DWR may immediately terminate this contract if the contractor fails to disclose the information required by this section. DWR may immediately terminate this contract if any conflicts of interest cannot be reconciled with the performance of services under this Agreement and/or Task Order. Contractor shall be reimbursed for all reasonable costs and uncancellable obligations incurred up to the date of termination of the Agreement and/or Task Order.

E. Financial Interest in Contracts

Contractor should also be aware of the following provisions of Government Code para 1090:

"Members of the Legislature, state, county district, judicial district, and city officers or employees shall not be financially interested in any contract made by them in their official capacity, or by any body or board of which they are members. Nor shall state, county,

district, judicial district, and city officers or employees be purchasers at any sale or vendors at any purchase made by them in their official capacity."

F. Prohibition for Consulting Services Contracts:

For consulting services contracts (see PCC para 10335.5), the Contractor and any subcontractors (except for subcontractors who provide services amounting to 10 percent or less of the contract price) may not submit a bid/SOQ, or be awarded a contract, for the provision of services, procurement of goods or supplies or any other related action which is required, suggested, or otherwise deemed appropriate in the end product of such a consulting services contract (PCC para 10365.5)

5. RESOLUTION OF DISPUTES:

In the event of a dispute, Contractor shall file a "Notice of Dispute" with the Director or the Director's Designee within ten (10) days of discovery of the problem. The State and Contractor shall then attempt to negotiate a resolution of such claim and, if appropriate, process an amendment to implement the terms of any such resolution. If the State and Contractor are unable to resolve the dispute, the decision of the Director or the Director's Designee shall be final, unless appealed to a court of competent jurisdiction.

In the event of a dispute, the language contained within this agreement shall prevail over any other language including that of the bid proposal.

6. TERMINATION CLAUSE:

Either party may terminate this contract, or an individual Task Order, without cause upon a 30 days advance written notice. The Contractor shall be reimbursed for all reasonable expenses and non-cancellable obligations incurred up to the date of termination.

7. COMPUTER SOFTWARE:

For contracts in which software usage is an essential element of performance under this Agreement, the Contractor certifies that it has appropriate systems and controls in place to ensure that state funds will not be used in the performance of this contract for the acquisition, operation or maintenance of computer software in violation of copyright laws.

8. SEVERABILITY:

If any provision of this Agreement is held invalid or unenforceable by any court of final jurisdiction, it is the intent of the parties that all other provisions of this Agreement be construed to remain fully valid, enforceable, and binding on the parties.

**PUBLICATION PROVISIONS
UNIVERSITY OF CALIFORNIA REGENTS**

1. General. The word State as used herein refers to the California Department of Water Resources.

The publications provisions are to provide for adequate documentation of the completed contract obligations, encourage publication and distribution of research information, and protect the State from unwarranted implications of policy or concurrence with the conclusions of the principal investigator (PI).

2. Review of Reports. The process of the State's review of the draft and final reports to ensure adequate compliance with the provisions of the Task Order will include:
 - a. A general technical review to ensure that all aspects of the study provided for by this Agreement have been adequately carried out and documented. Correction of deficiencies found in this review is a requirement for the State's acceptance of a report as evidence of partial or final fulfillment of agreement objectives.
 - b. An analysis of the conclusions of the report/Deliverable in relationship to the data collected and theories developed therein to determine whether or not the State concurs that the PI's conclusions are supported by the data. Recognizing that professional differences of opinions do arise, the concurrence of the PI with review comments of this type is not a requirement for acceptance but may affect decisions regarding State distribution of the report and use of the research results.

3. Acknowledgement.

All reports published by the State and/or PI under provisions of the Task Order shall contain a credit reference (e.g., prepared in cooperation with the California Department of Water Resources for research funded under California Department of Water Resources Contract 4600010378). Mention of trade names or commercial products does not constitute Department endorsement or recommendation.

4. Publication Rights. Reports prepared by the PI under provisions of this Agreement may be published under the following conditions:

The contractor shall have the right to disclose, disseminate and use, in whole or part, any data and information received, collected, or developed under this Agreement, including material contained in the final report, subject to inclusion of the credit statement of Section 3 of these publication provisions.

5. Dissemination of Results. The PI may publish the results of the study or any of its particulars in separate reports or by submission of technical papers to professional organizations subject to these publication provisions. Both written and oral releases are considered to be within the context of publication.
6. Copyright. All rights in copyrightable Deliverables created by the Contractor in the performance of work under this Agreement are the property of DWR. DWR shall grant the Contractor a royalty-free, non-exclusive, non-transferable, irrevocable license to reproduce, prepare derivative works and distribute copies of the deliverables so long as such deliverables are used for educational, research, or government and not commercial, purposes, and further so long as such use complies with these Publication Provisions.
7. Indemnification. Each party shall defend, indemnify, and hold each other, its officers, employees, and agents harmless from and against any all liability, loss, expense (including reasonable attorney's fees), or claims for injury or damages arising out of the performance of this Agreement but only in proportion to and to the extent such liability, loss, expense, attorney's fees, or claims for injury or damages are caused by or result from the negligent or intentional acts or omissions of the indemnifying party, its officers, agents, or employees.
8. Permission for Research and Education Use: The State hereby grants to Contractor a royalty-free, non-exclusive, non-transferable, and irrevocable license to reproduce, prepare and publish derivative works, and distribute copies of said materials for non-profit, non-commercial research and educational purposes, and to have or permit others to do so on its behalf.