# COMPOSITE BENEFIT RATES (CBR)

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<th>FY 18-19 CBR*</th>
<th>Vacation Rate</th>
<th>Total FY 2018-2019</th>
<th>FY 19-20 CBR*</th>
<th>Vacation Rate</th>
<th>Total FY 2019-2020</th>
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<td>HCOMP Senior Faculty (Assoc and Full Pros, In-Residence, Clin Comp)</td>
<td>24.8%</td>
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<td>31.8%</td>
<td>25.2%</td>
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<td>Faculty (All Asst Pros and all Adjunct faculty)</td>
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<td>38.7%</td>
<td>32.3%</td>
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<td>All other Academics (Researchers, Proj Scientists, etc.)</td>
<td>42.5%</td>
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<td>49.5%</td>
<td>43.4%</td>
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<td>Summer Faculty (Campus – 9/12's)</td>
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<td>Faculty with Limited Benefits (including UCLA/VA)</td>
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<td>Students &amp; Employees with Limited Benefits (including GSR)</td>
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* includes retirement benefits, taxes, and health and welfare benefits


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