

Colorado State University

| Benefits Eligibility Chart | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|-------------------------------------|------|--|-----------------|---------------------------------------|------------------|------------------------------------|------------------|-----------------------------|--------------------------|-------------------|-------------------------------|-----------------------|------------------------|--------------------------------|-----------------------|----------------|-------------------|--|-------------------------------|-----------------------|-------------------------------------|---------------------------------|--|--------------|-----------------------|
| Fiscal Year 2023 | Fringe Rates* | | Assistantship Health Contribution | Awards/Councils | Commitment to Campus Wellness Program | DCP ¹ | DCP Retiree Medical Premium Refund | Dental Insurance | Employee Assistance Program | Employee Study Privilege | Excess Sick Leave | Health Insurance ⁵ | Leave Sharing Program | Life Insurance (Basic) | Long-Term Disability Insurance | Medicare ² | Parental Leave | PERA ³ | PERA Retiree Medical Insurance Subsidy | PERA Retiree Umbrella Rx Plan | Retirement Sick Leave | Retirement/Termination Annual Leave | Short-Term Disability Insurance | Tuition Scholarship Program ⁴ | Unemployment | Worker's Compensation |
| Approved Fiscal Year 2022 | Proposed Fiscal Year 2023 | | | | | | | | | | | | | | | | | | | | | | | | | |
| This chart illustrates University provided benefit programs. It is not representative of benefits solely funded through the University Fringe Rate. <i>*The fringe rates are shown for informational purposes only.</i> | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Academic Faculty (Regular/Special) | 26.7 | 28.6 | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Administrative Professional (Regular/Special) | 26.7 | 28.6 | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Academic Faculty & Administrative Professional (Temporary) | <i>1st year ≥ ½ time</i> | | | ✓ | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | ✓ | | ✓ | ✓ |
| | 13.0 | 14.8 | | | | | | | | | | | | | | | | | | | | | | | | |
| | <i>2nd year ≥ ½ time</i> | | | ✓ | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | | | ✓ | | | | ✓ |
| Post Doctoral Fellows, Veterinary Interns & Clinical Psychology Interns | <i>1st year ≥ ½ time</i> | | | | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | | | | | ✓ | | ✓ | ✓ |
| | 13.0 | 14.8 | | | | | | | | | | | | | | | | | | | | | | | | |
| | <i>2nd year ≥ ½ time</i> | | | | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | ✓ | ✓ | ✓ | | | | | ✓ | | | ✓ |
| Academic Faculty and Administrative Professional <i>less than 1/2 time</i> | <i>< ½ time</i> | | | | ✓ | ✓ | | | ✓ | | | ✓ | | | | ✓ | | | | | | | | | ✓ | ✓ |
| | 13.0 | 14.8 | | | | | | | | | | | | | | | | | | | | | | | | |
| Post Doctoral Fellows, Veterinary Interns & Clinical Psychology Interns <i>less than 1/2 time</i> | <i>< ½ time</i> | | | | ✓ | ✓ | | | ✓ | | | ✓ | | | | ✓ | | | | | | | | | ✓ | ✓ |
| | 13.0 | 14.8 | | | | | | | | | | | | | | | | | | | | | | | | |
| Graduate Assistants & Predoc Fellows FY20 | 10.0 | 8.4 | ✓ | | | | | | ✓ | | | ✓ | | | | ✓ | ✓ | | | | | | | | ✓ | |
| Student Hourly | 0.2 | 0.9 | | | | | | | | | | ✓ | | | | ✓ | | | | | | | | | ✓ | |
| State Classified (Salaried/Hourly) | 48.2 | 54.0 | | ✓ | ✓ | | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | | ✓ | ✓ | ✓ | | | ✓ | ✓ | ✓ | ✓ | ✓ | |
| Non-Student Hourly | 25.9 | 31.1 | | | | | | | ✓ | | | ✓ | | | | ✓ | | ✓ | | | | | | | ✓ | ✓ |
| Leave benefit rate for CEMML & CNHP | 23.5 | 23.3 | Shaded boxes above indicate benefits NOT included in the fringe rate. | | | | | | | | | | | | | | | | | | | | | | | |

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- 1. **DCP** DCP employer contribution is not provided to Temporary Academic Faculty & Administrative Professionals, Post Doctoral Fellows, Veterinary Interns or Clinical Psychology Interns with less than 1 year, or less than 1/2 time appointments.
- 2. **MEDICARE** Does not include employees hired prior to April 1, 1986; Students/Graduate Assistants regularly enrolled and attending classes; F1/J1 Visa holders during first 5 years in the USA.
- 3. **PERA** PERA employer contribution does not include F1/J1 Visa holders during first 5 years in the USA.
- 4. **Tuition Scholarship Program for Eligible Spouses, Domestic Partners, Civil Union Partners & Children** Does not include Temporary Academic Faculty & Administrative Professionals, Post Doctoral Fellows, Veterinary Interns or Clinical Psychology Interns, or less than 1/2 time appointments. Not included in the fringe pool calculations. Provided by general University funds.
- 5. **Health Insurance** Healthcare Reform Affordable Care Act federal regulations determine eligibility. HR provides an offer of coverage to employees when criteria is met.