Colorado State University

Benefits Eligibility Chart

Fiscal Year 2025	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	FAMLI State Leave Plan	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
This chart illustrates University provided benefit programs. It is not representative of benefits solely funded through the University Fringe Rate. ***The fringe rates are shown for informational purposes only.***	**Approved Fiscal Year 2024**	**Proposed Fiscal Year 2025**																									
Academic Faculty (Regular/Special)	28.0	27.4		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Administrative Professional (Regular/Special)	28.0	27.4		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Academic Faculty & Administrative Professional (Temporary)	1st year ≥ ½ time																										
	13.8	12.7		✓	✓	✓		✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓					✓		✓	✓
	2nd year ≥ ½ time																										
	28.0	27.4		✓	✓	✓		✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓			✓		✓		✓	✓
Post Doctoral Fellows, Veterinary Interns & Clinical Psychology Interns	1st year ≥ ½ time																										
	13.8	12.7			✓	✓		✓	✓	✓		✓	✓		✓	✓	✓	✓	✓					✓		✓	✓
	2nd year ≥ ½ time																										
	28.0	27.4			✓	✓		✓	✓	✓		✓	✓		✓	✓	✓	✓	✓					✓		✓	✓
Academic Faculty and Administrative Professional *less than 1/2 time*	< ½ time																										
	13.8	12.7			✓	✓			✓			✓	✓				✓									✓	✓
Post Doctoral Fellows, Veterinary Interns & Clinical Psychology Interns *less than 1/2 time*	< ½ time																										
	13.8	12.7			✓	✓			✓			✓	✓				✓									✓	✓
Graduate Assistants & Predoc Fellows FY20	7.5	8.5	✓						✓			✓	✓				✓	✓									✓
Student Hourly	1.2	0.9										✓	✓				✓										✓
State Classified (Salaried/Hourly)	50.5	45.4		✓	✓			✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓			✓	✓	✓	✓	✓	✓
Non-Student Hourly	31.6	22.3							✓			✓	✓				✓		✓							✓	✓
Leave benefit rate for CEMML & CNHP	23.0	25.0	**Shaded boxes above indicate benefits NOT included in the fringe rate.**																								