

# Colorado State University

## Benefits Eligibility Chart

Fiscal Year 2025	Fringe Rates*																										
<b>This chart illustrates University provided benefit programs. It is not representative of benefits solely funded through the University Fringe Rate.</b>  <i>*The fringe rates are shown for informational purposes only.</i>	Approved Fiscal Year 2024	Approved Fiscal Year 2025	Assistantship Health Contribution	Awards/Councils	Commitment to Campus Wellness Program	DCP <sup>1</sup>	DCP Retiree Medical Premium Refund	Dental Insurance	Employee Assistance Program	Employee Study Privilege	Excess Sick Leave	FAMLI State Leave Plan	Health Insurance <sup>5</sup>	Leave Sharing Program	Life Insurance (Basic)	Long-Term Disability Insurance	Medicare <sup>2</sup>	Parental Leave	PERA <sup>3</sup>	PERA Retiree Medical Insurance Subsidy	PERA Retiree Umbrella Rx Plan	Retirement Sick Leave	Retirement/Termination Annual Leave	Short-Term Disability Insurance	Tuition Scholarship Program <sup>4</sup>	Unemployment	Worker's Compensation
	Academic Faculty (Regular/Special)	28.0	27.4		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Administrative Professional (Regular/Special)	28.0	27.4		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Academic Faculty & Administrative Professional (Temporary)	1 <sup>st</sup> year ≥ ½ time			✓	✓	✓		✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓					✓		✓	✓
	13.8   12.7																										
	2 <sup>nd</sup> year ≥ ½ time			✓	✓	✓		✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓			✓		✓		✓
Post Doctoral Fellows, Veterinary Interns & Clinical Psychology Interns	1 <sup>st</sup> year ≥ ½ time				✓	✓		✓	✓	✓		✓	✓		✓	✓	✓	✓	✓					✓		✓	✓
	13.8   12.7																										
	2 <sup>nd</sup> year ≥ ½ time				✓	✓		✓	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓				✓		✓	✓
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	<b>Shaded boxes above indicate benefits NOT included in the fringe rate.</b>																								

- 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.