

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	Approved Fiscal Year 2023																									
Academic Faculty (Regular/Special)	26.7	28.6		✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Administrative Professional (Regular/Special)	26.7	28.6		✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Academic Faculty & Administrative Professional (Temporary)	1 st year ≥ ½ time			✓	✓	✓		✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓				✓		✓	✓
	13.0	14.8		✓	✓	✓		✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓				✓		✓	✓
	26.7	28.6		✓	✓	✓		✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓		✓			✓		✓
Post Doctoral Fellows, Veterinary Interns & Clinical Psychology Interns	1 st year ≥ ½ time				✓	✓		✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓				✓		✓	✓
	13.0	14.8			✓	✓		✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓				✓		✓	✓
	26.7	28.6			✓	✓		✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓				✓		✓	✓
Academic Faculty and Administrative Professional less than 1/2 time	< ½ time				✓	✓			✓			✓				✓									✓	✓
	13.0	14.8			✓	✓			✓			✓				✓									✓	✓
Post Doctoral Fellows, Veterinary Interns & Clinical Psychology Interns less than 1/2 time	< ½ time				✓	✓			✓			✓				✓									✓	✓
	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.																							

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.