

# University Benefits Cost Chart

Approved Fiscal Year 2013	Fringe Rates		Unemployment	Medicare <sup>1</sup>	Worker's Compensation	DCP <sup>2</sup>	PERA <sup>3</sup>	Excess Sick Leave	Retirement Sick Leave	Retirement/Termination Annual Leave	Awards/Councils	Basic Life Insurance	Health Insurance	Dental Insurance	Short-Term Disability Insurance	Childbearing Leave	Long-Term Disability Insurance	Leave Sharing Program	Employee Study Privilege	Assistantship Health Contribution	Tuition Scholarship Program for Eligible Spouses, Domestic Partners & Children <sup>4</sup>	PERA Retiree Medical Insurance Subsidy	PERA Retiree Umbrella Rx Plan	DCP Retiree Medical Premium Refund	Employee Assistance Program
	Approved Fiscal Year 2012	Approved Fiscal Year 2013																							
Academic Faculty (Regular/Special)	26.3	24.1	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓		✓	✓	✓	✓	✓
Administrative Professional (Regular/Special)	26.3	24.1	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓		✓	✓	✓	✓	✓
Academic Faculty & Administrative Professional (Temporary)	1 <sup>st</sup> year or < ½ time		✓	✓	✓		✓																		
	5.8	2.2																							
	2 <sup>nd</sup> year ≥ ½ time		✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓		✓					✓
Post Doctoral Fellows, Veterinary Interns & Clinical Psychology Interns	1 <sup>st</sup> year or < ½ time		✓	✓	✓		✓					✓	✓	✓	✓	✓	✓		✓						✓
	5.8	9.2																							
	2 <sup>nd</sup> year ≥ ½ time		✓	✓	✓	✓	✓					✓	✓	✓	✓	✓	✓	✓		✓					✓
Graduate Assistants	5.8	5.1		✓	✓															✓					
Student Hourly	0.9	1.0		✓	✓																				
State Classified (Salaried/Hourly)	27.0	33.1	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓				✓	✓		✓				✓
Non-Student Hourly	13.2	17.7	✓	✓	✓		✓																		

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1. **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.
2. **DCP** DCP employer contribution is not provided to Temps, Post Doctoral Fellows, Veterinary Interns or Clinical Psychology Interns with less than 1 year, or less than 1/2 time appointments.
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 & Children** Does not include temps, or less than 1/2 time appointments. Not included in the fringe pool calculations. Provided by general University funds.

Colorado State University  
 Fringe Benefit Rates by Percentages  
 FY 2013 Approved Rates

DESCRIPTION	SPREAD OF APPROVED FY 2013 COSTS							
	ADMIN/FAC/PD2	ST CLASS	STUDENT	NON-STU HRLY	GRAD ASSIST	PD1/VI/CPI	TEMP ADMIN/FAC	WORKSTDY
	AP/FC/T2	SC	ST	TP	GA	T1	TF	WS
HEALTH, LIFE & DISABILITY	7.5%	14.4%	0.0%	0.0%	4.1%	8.1%	0.0%	0.0%
UNEMPLOYMENT	0.2%	0.2%	0.0%	0.2%	0.0%	0.2%	0.2%	0.0%
MEDICARE	1.5%	1.5%	0.1%	1.5%	1.5%	1.5%	1.5%	0.0%
WORKERS COMP	0.8%	0.8%	0.8%	0.8%	0.8%	0.8%	0.8%	0.0%
PERA/DCP	10.4%	15.9%	0.0%	15.9%	0.0%	0.0%	0.0%	0.0%
PERA/DCP RETIREES HEALTH, UMBRELLA, LTD	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
OTHER BENEFITS	0.9%	0.4%	0.1%	-0.6%	-1.1%	-1.5%	0.2%	0.0%
TOTAL	24.2%	33.2%	1.0%	17.8%	5.3%	9.1%	2.7%	0.0%
FRINGE RATE	24.1%	33.1%	1.0%	17.7%	5.1%	9.2%	2.2%	0.0%

Other benefits include Excess Sick Leave, Termination Pay, Awards/Councils, Leave Sharing Program, Employee Study Privilege, Employee Assistance Program, Childbearing Leave & Carry-Forward from prior years.