

Colorado State University

Benefits Eligibility Chart

Fiscal Year 2015	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	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 2014	Approved Fiscal Year 2015																								
<p>This chart illustrates University provided benefit programs. It is not representative of benefits solely funded through the University Fringe Rate.</p> <p><i>*The fringe rates are shown for informational purposes only.</i></p>	22.8	25.3		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Academic Faculty (Regular/Special)	22.8	25.3		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Administrative Professional (Regular/Special)	22.8	25.3		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Academic Faculty & Administrative Professional (Temporary)	1 st year ≥ ½ time			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
		1.5	8.0		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
		2 nd year ≥ ½ time			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Post Doctoral Fellows, Veterinary Interns & Clinical Psychology Interns	1 st year ≥ ½ time			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
		18.7	17.3		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
		2 nd year ≥ ½ time			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Academic Faculty, Administrative Professional Post Doctoral Fellows, Veterinary Interns & Clinical Psychology Interns	< ½ time			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
1.5		8.0		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Graduate Assistants	4.9	8.0	✓												✓										✓	
Student Hourly	0.8	1.0													✓										✓	
State Classified (Salaried/Hourly)	35.0	36.7		✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Non-Student Hourly	17.4	15.5													✓		✓							✓	✓	
Leave benefit rate for CEMML & CNHP	16.5	16.7	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.