

# Colorado State University

## Benefits Eligibility Chart

Fiscal Year 2016	Fringe Rates*		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	Health Insurance	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
	Approved Fiscal Year 2015	Approved Fiscal Year 2016																								
<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>																										
	Academic Faculty (Regular/Special)	25.3	25.4	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Administrative Professional (Regular/Special)	25.3	25.4	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Academic Faculty & Administrative Professional (Temporary)	1 <sup>st</sup> year ≥ ½ time	8.0	14.1	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓					✓		✓	✓
	2 <sup>nd</sup> year ≥ ½ time	25.3	25.4	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓		✓		✓	✓
Post Doctoral Fellows, Veterinary Interns & Clinical Psychology Interns	1 <sup>st</sup> year ≥ ½ time	17.3	4.0		✓	✓		✓	✓	✓		✓		✓	✓	✓	✓	✓					✓		✓	✓
	2 <sup>nd</sup> year ≥ ½ time	25.3	25.4		✓	✓		✓	✓	✓		✓		✓	✓	✓	✓	✓					✓		✓	✓
Academic Faculty and Administrative Professional less than 1/2 time	< ½ time	8.0	14.1		✓	✓			✓							✓									✓	✓
	< ½ time	17.3	4.0		✓	✓			✓							✓									✓	✓
Graduate Assistants	8.0	7.2	✓						✓							✓										✓
Student Hourly	1.0	0.6														✓										✓
State Classified (Salaried/Hourly)	36.7	39.9		✓	✓			✓	✓	✓	✓	✓	✓	✓		✓		✓			✓	✓	✓	✓	✓	✓
Non-Student Hourly	15.5	20.8							✓							✓		✓							✓	✓
Leave benefit rate for CEMML & CNHP	16.7	16.3	Shaded boxes above indicate benefits NOT included in the fringe rate.																							

- 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.
- 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.
- PERA** PERA employer contribution does not include F1/J1 Visa holders during first 5 years in the USA.
- 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.

Items highlighted in yellow are new benefits for the fringe category