Colorado State University

FY 2026 PROPOSED FRINGE BENEFITS

University Benefits Cost Chart

	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	FAMLI State Leave Plan	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	Unemployment	Worker's Compensation
	Approved Fiscal Year 2025	**Proposed Fiscal Year 2026**																								
Academic Faculty (Reg/Spec)	27.4	28.0		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Admin Professional (Reg/Spec)	27.4	28.0		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Academic Faculty & Administrative Professional (Temporary)	1st year or < ½ time			✓	✓			✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓					✓	✓	✓
	12.7	13.2																								
	2nd year ≥ ½ time			✓	✓	✓		✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓			✓		✓	✓	✓
	27.4	28.0																								
Post-Doctoral Fellows/Veterinary & Clinical Psychology Interns	1st year or < ½ time				✓			✓	✓	✓		✓	✓		✓	✓	✓	✓	✓					✓	✓	✓
	12.7	13.2																								
	2nd year ≥ ½ time				✓	✓		✓	✓	✓		✓	✓		✓	✓	✓	✓	✓					✓	✓	✓
	27.4	28.0																								
Graduate Assistants/Predoc Fellows	8.5	10.1	✓						✓			✓	✓				✓	✓								✓
Student Hourly	0.9	0.4										✓	✓				✓									✓
State Classified (Salaried/Hourly)	45.4	45.8		✓	✓			✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓			✓	✓	✓	✓	✓
Non-Student Hourly	22.3	22.2							✓			✓	✓				✓		✓						✓	✓

1. **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.

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.