Colorado State University

Benefits Eligibility Chart

Fiscal Year 2021

This chart illustrates University provided benefit programs. It is not representative of benefits solely funded through the University Fringe Rate.

The fringe rates are shown for informational purposes only.

	Fringe Rates*																										
	Approved Fiscal Year 2020	**Approved Fiscal Year 2021**	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
Academic Faculty (Regular/Special)	28.7	27.1		✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Administrative Professional (Regular/Special)	28.7	27.1		✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Academic Faculty & Administrative Professional (Temporary)	1st year ≥ ½ time																										
	14.2	13.5		✓	✓	✓		✓	✓	✓	✓	✓		✓	✓	✓	✓	✓					✓		✓	✓
	2nd year ≥ ½ time																										
	28.7	27.1		✓	✓	✓		✓	✓	✓	✓	✓		✓	✓	✓	✓	✓			✓		✓		✓	✓
Post Doctoral Fellows, Veterinary Interns & Clinical Psychology Interns	1st year ≥ ½ time																										
	14.1	13.6			✓	✓		✓	✓	✓		✓		✓	✓	✓	✓	✓					✓		✓	✓
	2nd year ≥ ½ time																										
	28.7	27.1			✓	✓		✓	✓	✓		✓		✓	✓	✓	✓	✓					✓		✓	✓
Academic Faculty and Administrative Professional *less than 1/2 time*	< ½ time																										
	14.2	13.5			✓	✓			✓			✓				✓									✓	✓
Post Doctoral Fellows, Veterinary Interns & Clinical Psychology Interns *less than 1/2 time*	< ½ time																										
	14.1	13.6			✓	✓			✓			✓				✓									✓	✓
Graduate Assistants & Predoc Fellows FY20	8.4	9.5	✓									✓				✓	✓									✓
Student Hourly	1.1	0.9										✓				✓										✓
State Classified (Salaried/Hourly)	43.1	45.9		✓	✓			✓	✓	✓	✓	✓	✓	✓		✓	✓	✓			✓	✓	✓	✓	✓	✓
Non-Student Hourly	27.8	27.4							✓			✓				✓		✓							✓	✓
Leave benefit rate for CEMML & CNHP	22.2	23.5	**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.