

Colorado State University
Fringe Benefit Rates - Breakout by Benefit Category
FY 2024 Proposal

FY 2024 PROPOSED RATE BY CATEGORY							
	AP/FAC PD2/VI/CPI	STATE CLASSIFIED	STUDENT	NON-STUDENT HOURLY	GRADUATE ASSISTANT/FGT	TEMP AP/FAC PD1/VI/CPI	WORKSTDY
	AP/FC/T2	SC	ST	TP	GA/FGT	T1/TF	WS
BENEFIT CATEGORY							
HEALTH CARE	9.95%	22.92%	0.12%	5.43%	7.40%	9.95%	0.00%
PERA/DCP	13.09%	21.64%	0.00%	21.64%	0.00%	0.00%	0.00%
OPEB	0.58%	0.00%	0.00%	0.00%	0.00%	0.35%	0.00%
MEDICARE	1.44%	1.44%	0.10%	1.44%	0.11%	1.44%	0.00%
WORKERS COMP	0.33%	0.33%	0.33%	0.33%	0.33%	0.33%	0.00%
RETIREMENT/TERMINATION LEAVE	0.80%	0.80%	0.00%	0.00%	0.00%	0.00%	0.00%
UNEMPLOYMENT	0.16%	0.16%	0.00%	0.16%	0.00%	0.16%	0.00%
OTHER BENEFITS*	1.62%	3.21%	0.61%	2.65%	-0.36%	1.53%	0.00%
PROPOSED FRINGE RATE	28.0%	50.5%	1.2%	31.6%	7.5%	13.8%	0.0%

Healthcare and PERA/DCP % of Rate	82.4%	88.2%	10.0%	85.5%	98.9%	72.4%	0.0%
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**Other benefits include: Employee Assistance Program, Awards/Councils, Study Privilege, Parental Leave, C2C Wellness Program, SC Leave Sharing, FAMLI State Leave Plan, Excess Sick Leave and carryforward*

Fiscal Year 2024 Approved

Benefit Breakout

Full-Time Admin Pro/Faculty/2nd Year PD/VI/CPI			
	Approved Expense	% of total	% of Benefit
Employee Assistance Program	194,554	0%	0%
Unemployment	866,263	1%	0.2%
Workers Comp	1,817,255	1%	0.3%
Awards/Councils	67,309	0%	0.0%
Employee Study Privilege	3,311,905	2%	0.6%
Parental Leave	1,219,979	1%	0.2%
C2C Wellness Program	46,493	0%	0.0%
Medicare	7,960,208	5%	1.4%
PERA/DCP	72,229,123	47%	13.1%
FAMLI - State Leave Plan	3,950,791	3%	0.7%
Excess Sick Leave	421,942	0%	0.1%
Retirement/Termination Annual/Sick Leave	4,440,934	3%	0.8%
Health Insurance	52,103,240	34%	9.45%
Dental Insurance	1,979,170	1%	0.36%
Life Insurance	551,500	0%	0.10%
Short-Term Disability	286,493	0%	0.05%
Long-Term Disability	1,912,117	1%	0.3%
OPEB Health Plans	1,276,979	1%	0.2%
Carryforward	(258,114)	0%	0.0%
Total Projected Expense	154,378,139		
FY22 Proposed Rate	28.0%	100%	28.0%

Fiscal Year 2024 Approved

Benefit Breakout

Full-Time State Classified			
	Approved Expense	% of total	% of Benefit
Employee Assistance Program	29,529	0%	0.0%
Unemployment	131,482	0%	0.2%
Workers Comp	275,823	1%	0.3%
Awards/Councils	10,216	0%	0.0%
Employee Study Privilege	502,682	1%	0.6%
Parental Leave	185,169	0%	0.2%
C2C Wellness Program	7,057	0%	0.0%
SC Leave Sharing	53,151	0%	0.1%
Medicare	1,208,203	3%	1.4%
PERA	18,128,927	43%	21.6%
FAMLI - State Leave Plan	599,652	1%	0.7%
Excess Sick Leave	64,043	0%	0.1%
Retirement/Termination Annual/Sick Leave	674,046	2%	0.8%
Health Insurance	17,966,491	42%	21.4%
Dental Insurance	928,403	2%	1.1%
Life Insurance	178,478	0%	0.2%
Short-Term Disability	125,663	0%	0.1%
Carryforward	1,237,887	3%	1.5%
Total Projected Expense	42,306,901		
FY22 Proposed Rate	50.5%	100%	50.5%