

Colorado State University  
 Fringe Benefit Rates - Breakout by Benefit Category  
 FY 2025 Proposal

FY 2025 APPROVED 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	9.46%	22.15%	0.10%	2.03%	7.85%	9.46%	0.00%
PERA/DCP	13.22%	21.78%	0.00%	21.78%	0.00%	0.00%	0.00%
OPEB	0.53%	0.00%	0.00%	0.00%	0.00%	0.32%	0.00%
MEDICARE	1.44%	1.44%	0.10%	1.44%	0.11%	1.44%	0.00%
WORKERS COMP	0.29%	0.29%	0.29%	0.29%	0.29%	0.29%	0.00%
RETIREMENT/TERMINATION LEAVE	0.73%	0.73%	0.00%	0.00%	0.00%	0.00%	0.00%
UNEMPLOYMENT	0.10%	0.10%	0.00%	0.10%	0.00%	0.10%	0.00%
OTHER ELIGIBLE BENEFITS*	1.66%	-1.09%	0.44%	-3.32%	0.22%	1.13%	0.00%
<b>APPROVED FRINGE RATE</b>	<b>27.4%</b>	<b>45.4%</b>	<b>0.9%</b>	<b>22.3%</b>	<b>8.5%</b>	<b>12.7%</b>	<b>0.0%</b>
Healthcare and PERA/DCP % of Rate	82.7%	96.8%	10.4%	106.7%	92.7%	74.3%	0.0%

## Fiscal Year 2025 Approved

### Benefit Breakout

<b>Full-Time Admin Pro/Faculty/2nd Year PD/VI/CPI</b>			
	<b>Approved Expense</b>	<b>% of total</b>	<b>% of Benefit</b>
Employee Assistance Program	231,973	0%	<b>0%</b>
Unemployment	654,243	0%	<b>0.1%</b>
Workers Comp	1,830,054	1%	<b>0.3%</b>
Awards/Councils	67,817	0%	<b>0.0%</b>
Employee Study Privilege	3,437,003	2%	<b>0.5%</b>
Parental Leave	1,480,119	1%	<b>0.2%</b>
C2C Wellness Program	46,844	0%	<b>0.0%</b>
Medicare	9,179,118	5%	<b>1.4%</b>
PERA/DCP	17,389,652	10%	<b>2.7%</b>
Optional Retirement Plan	67,116,760	38%	<b>10.5%</b>
FAMLI - State Leave Plan	2,396,807	1%	<b>0.4%</b>
Excess Sick Leave	444,367	0%	<b>0.1%</b>
Retirement/Termination Annual/Sick Leave	4,676,957	3%	<b>0.7%</b>
Health Insurance	57,466,350	33%	<b>8.98%</b>
Dental Insurance	2,090,945	1%	<b>0.33%</b>
Life Insurance	586,830	0%	<b>0.09%</b>
Short-Term Disability	304,847	0%	<b>0.05%</b>
Long-Term Disability	2,019,938	1%	<b>0.3%</b>
OPEB Health Plans	1,340,827	1%	<b>0.2%</b>
Carryforward	2,486,562	1%	<b>0.4%</b>
Total Projected Expense	175,248,016		
FY25 Approved Rate	<b>27.4%</b>	<b>100%</b>	<b>27.4%</b>

## Fiscal Year 2025 Approved

### Benefit Breakout

<b>Full-Time State Classified</b>			
	<b>Approved Expense</b>	<b>% of total</b>	<b>% of Benefit</b>
Employee Assistance Program	34,598	0%	<b>0.0%</b>
Unemployment	97,577	0%	<b>0.1%</b>
Workers Comp	272,943	1%	<b>0.3%</b>
Awards/Councils	10,115	0%	<b>0.0%</b>
Employee Study Privilege	512,611	1%	<b>0.5%</b>
Parental Leave	220,752	1%	<b>0.2%</b>
C2C Wellness Program	6,987	0%	<b>0.0%</b>
SC Leave Sharing	53,151	0%	<b>0.1%</b>
Medicare	1,369,017	3%	<b>1.4%</b>
PERA	20,761,921	48%	<b>21.8%</b>
FAMLI - State Leave Plan	357,471	1%	<b>0.4%</b>
Excess Sick Leave	66,275	0%	<b>0.1%</b>
Retirement/Termination Annual/Sick Leave	697,543	2%	<b>0.7%</b>
Health Insurance	19,915,410	46%	<b>20.9%</b>
Dental Insurance	886,343	2%	<b>0.9%</b>
Life Insurance	169,975	0%	<b>0.2%</b>
Short-Term Disability	142,988	0%	<b>0.1%</b>
Carryforward	(2,297,478)	-5%	<b>-2.4%</b>
Total Projected Expense	43,278,197		
FY25 Approved Rate	<b>45.4%</b>	<b>100%</b>	<b>45.4%</b>