



ADMINISTRATIVE PROFESSIONAL QUICK BENEFITS FACTS:

Colorado State University offers a wide array of benefits for employees. The University contributes toward the cost of several benefit plans including health, dental, vision, life, disability insurance, tuition, and retirement. Under this "cost share" model the University pays:

- Medical and Dental - 100% of the premium cost of employee only coverage under the Green or Ram Plan-HDHP medical and/or the Delta Dental Basic plans for those eligible employees electing such coverage.
- Basic Group Term Life and AD&D - The cost of \$70,000 basic group term life and AD&D coverage.
- Long-Term and Short-Term Disability - The cost of coverage for Long-Term and Short-Term Disability (LTD). The cost of the disability premiums will be added as a supplemental amount to your monthly salary and listed on your pay advice as "LTD STD Allowance". \$4 will automatically be deducted back out of your earnings on a post-tax basis to cover the cost of the STD premium. Your STD and LTD premiums are deducted post-tax basis.

For additional details about all benefits, please refer to the Summary Plan Description on the CSU HR website.

The University provides a full scope of ancillary benefit programs and perks for employees working at CSU. Commitment to Campus (C2C) encompasses a wide range of programs, discounts, and special benefits available to CSU faculty and staff. Opportunities include:

- Employee Study Privilege (CSU, CSU-Pueblo, CSU Online, and CSU-Global Campus)
- Tuition Scholarship Program for Eligible Family Members (spouses, common-law spouses, partners in civil union, domestic partners, and eligible children)
- Discounted athletic tickets and special admission prices for music, theatre, and dance events

As an Administrative Professional with a regular or special appointment, you will accrue 2 days (16 hours) of annual leave and 1.25 days (10 hours) of sick leave per month as a full-time employee. Part-time appointments of 50% time (half-time) or greater are prorated. If you are housed in a county office, you will follow the county's holiday and closure schedule (CSU OEE Holiday and Office Closure Policy).

CSU is not a Social Security employer, but as a condition of your employment participation in a University retirement plan is required. The options for new hires include:

- Defined Contribution Plan - You are required to contribute 8% of your covered monthly salary and if eligible, you will receive a 12% employer match. You are always vested 100% in your contributions from date of contribution. The University provides three vendors for you to choose among for plan enrollment, which include: Fidelity Investments, TIAA, and AIG (formerly VALIC).
- Colorado Public Employees Retirement Association (PERA) - Employees may be eligible to participate in PERA if they have at least 12 months of prior PERA credited service, have money in a PERA account, and have not previously elected to participate in an Optional Retirement Plan (ORP) at any public college or university in Colorado. If they are now or have previously been a PERA annuitant (even if the annuity is suspended) and have not returned to "active" service in a PERA covered position since their last monthly annuity payment, they must enroll in the DCP. **Note:** PERA is a separate and independent entity and has the authority to make determinations regarding eligibility for membership. CSU cannot mandate, nor is it responsible for, PERA's determinations regarding eligibility.

Please feel free to contact the CSU HR Service Center at (970) 491-MyHR (6947) or MyHR@colostate.edu for more information.