



## Introduction

The staff compensation inventory for this credit was developed for Colorado State University's STARS 2.1 submission following the STARS 2.1 credit criteria.

## Methodology

For Part 1, the local living wage for a family of four (2 adults, 2 children) expressed as an hourly wage (\$15.71) was taken directly from the MIT Living Wage Calculator for Fort Collins, Colorado where Colorado State University is located (<http://livingwage.mit.edu/metros/22660>). It is worth noting that the living wage for our county, Larimer County, is also \$15.71 per hour for staff who live outside city limits or in surrounding communities. To calculate what percentage of staff is above the living wage, the CSU HR office then compared the hourly wage to all staff on campus (converting the hourly wage to an annual salary of \$32,676.80 for salaried staff). Detailed calculations are included below.

## Salaried Employees

Employee Group	Greater Than \$32,676.80	Less Than \$32,676.80	Total
Admin Professional	3,315	67	3,382
Faculty	1,846	12	1,858
Other Salaried Employee	314	63	377
State Classified	1,292	395	1,687
<b>Total Salaried Staff</b>	<b>6,767</b>	<b>537</b>	<b>7,304</b>

## Hourly Employees

Employee Group	Greater Than \$15.71	Less Than \$15.71	Total
Admin Professional	21	0	21
Non-Student Hourly	547	963	1,510
State Classified	133	27	160
<b>Total Hourly Staff</b>	<b>701</b>	<b>990</b>	<b>1,691</b>

## Total of All Employees

	Above Living Wage	Below Living Wage	Total	% Above Living Wage
<b>Total of All Employees</b>	<b>7,468</b>	<b>1,527</b>	<b>8,995</b>	<b>83%</b>

For Part 2 CSU HR confirmed that CSU does not have employees of contractors that work on-site as part of regular or on-going campus operations. We recognize that it may appear to be a data outlier for a university as large as CSU to not report contractors as part of regular campus operations. All of our dining services, cleaning/custodial, maintenance, grounds keeping, snow removal, parking/bike

operations, trash/recycling/composting, bookstore operations, etc. are self-operated and this is a point of pride for CSU. While it poses challenges for this credit to directly employ our lowest paid staff, we believe that the benefits package (including study privilege and tuition discount) is the best way to support and foster growth for our lowest paid staff members.

For Part 3 the total compensation (wages + benefits) for the lowest paid non-probationary, regular employee pay grade was identified by the CSU HR office as Dining Services II (\$22,452). CSU HR confirmed that all regular employees at CSU receive benefits. It is worth noting that many temporary positions at CSU are also eligible for benefits and those benefits are outlined in the notes section of this credit.

The CSU Human Resources, Benefits, and Cost Accounting offices calculated benefits outlined at <https://www.colorado.gov/pacific/sites/default/files/Employee%20Benefits%20Guide%20V2%231.pdf>, [http://busfin.colostate.edu/Forms/CostAcctg/FY17\\_University\\_Benefits\\_Chart.pdf#zoom=100](http://busfin.colostate.edu/Forms/CostAcctg/FY17_University_Benefits_Chart.pdf#zoom=100) and <http://www.hrs.colostate.edu/benefits/>. Wherever possible, benefits were calculated specifically for a Dining Services II in a household with 2 adults and 2 children (per the STARS credit criteria). Only benefits that address basic needs (e.g. food, housing, transportation, healthcare, education, retirement) were included in this assessment. Benefits related to cultural and/or “optional” goods and services (e.g. athletic tickets, performing arts discounts, moving discounts) were not included. A detailed chart of included wages + benefits is provided below.

<b>CSU Wages and Benefits</b>	<b>Value</b>
Salary for Dining Services II (median salary for lowest regular pay grade on campus)	\$ 22,452.00
Shift Deferential Pay	\$ 272.65
Health Insurance	\$ 14,760.72
Dental Insurance	\$ 746.64
Life Insurance	\$ 115.99
Short-Term Disability Insurance	\$ 84.08
Unemployment Insurance	\$ 42.17
Medicare Contribution	\$ 633.31
PERA Retirement (19.25%)	\$ 4,322.01
Employee Study Privilege (9 credit hours per year)	\$ 4,238.10
Tuition Scholarship Program (based on 1 dependent)	\$ 4,358.00
Paid leave (annual, sick, holidays)	\$ 2,763.20
Commitment to Campus Wellness Program	\$ 155.16
Employee Assistance Program	\$ 480.00
Leave Sharing Program	\$ 28.25
Retirement/Termination Annual Leave	\$ 254.83

Retirement/Termination Sick Leave	\$ 53.17
Volunteer in Public Schools Program	\$ 948.00
School is Cool Supplies Program	\$ 80.00
Working Together Foundation (emergency financial support of up to \$200 in times of personal crisis)	\$ 200.00
Parking Discount for Employees making under \$35,000	\$ 221.00
Commuter Transit Benefit	\$ 600.96
Two meals provided in Dining Center at no cost per shift (assuming 48 working weeks per year)	\$ 3,312.00
Childcare Discounts (discount for Sunshine House, childcare tuition assistance, and youth after school and sport camp discounts)	\$ 5,497.00
<b>Total Wages and Benefits</b>	<b>\$ 66,619.24</b>
<b>MIT Living Wage for 2 Adults, 2 Children in Larimer County (\$15.71 per hour) converted to annual salary) =</b>	<b>\$ 32,676.80</b>
<b>Percent of CSU wages and benefits for lowest pay grade compared to Living Wage =</b>	<b>204%</b>

Standard State Contribution for Colorado premiums for two adults and two children  
(<https://www.colorado.gov/pacific/sites/default/files/Employee%20Benefits%20Guide%20V2%231.pdf>)