



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

Part 1

For Part 1, the local living wage for a family of four (2 adults, 2 children) expressed as an hourly wage (\$17.16) 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>). 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 \$30,900 for salaried staff). Detailed calculations are included below.

Part 2

For Part 2 CSU HR calculated the percentage of employees (regular full-time, regular part-time, and temporary workers excluding students) that receive a living wage (benefits excluded). CSU HR confirmed that CSU does not have employees of contractors that work on-site as part of regular or ongoing 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.

Part 3

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 (\$30,900). CSU HR confirmed that all regular (i.e. permanent) employees at CSU receive benefits. It is worth noting that many temporary/hourly 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 <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 basis needs (e.g. food, housing, transportation, healthcare, education, wellness, retirement) were included in this assessment. Benefits related to athletic, 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.

FY20 CSU Wages and Benefits	Value
Salary for Dining Services II (median salary for lowest regular pay grade on campus)	\$30,900
Health Insurance (18%)	\$5,562.00
Dental Insurance (.8%)	\$247.20
Life Insurance (.2%)	\$62
Short-Term Disability Insurance (.1%)	\$31
Unemployment Insurance (.1%)	\$30.90
Worker's Compensation (.51%)	\$157.59
Medicare Contribution (1.41%)	\$448
PERA Retirement (20.4%)	\$6,303.60
Paid leave (12 annual, 10 sick, 10 university holidays)	\$3,802
Employee Study Privilege (9 credit hours per year)	\$4,699.80
Tuition Scholarship Program (50% tuition discount, based on 1 dependent)	\$6,029
Commitment to Campus Program (discounts for youth after school and sport camps, youth mentoring, adult fitness, nutrition programs, heart disease prevention program, Neighbor to Neighbor housing assistance, CARE program, wellness programs, Work-Life, etc.)	\$5,000
Employee Assistance Program	\$540
Leave Sharing Program (.1%)	\$30.90
Retirement/Termination Annual Leave (.5%)	\$514.50
Bereavement Leave (40 hours)	\$594.40
Parental Leave (3 weeks)	\$1,782.69
Retirement/Termination Annual/Sick Leave (.5%)	\$154.50

Volunteer in Public Schools Program (60 hours)	\$891.60
School is Cool Supplies Program	\$80
Working Together Foundation (emergency financial support of up to \$500 in times of personal crisis)	\$500
Parking Discount for Employees making under \$35,000 (50% discount)	\$309
Commuter Transit Benefit (bus pass, MAX, etc.)	\$154.00
Two meals provided in Dining Center at no cost per shift (assuming 47 working weeks per year)	\$3,525
Total Wages and Benefits	\$72,349
MIT Living Wage for 2 Adults, 2 Children in Larimer County (\$17.16 per hour) converted to annual salary) =	\$35,693
Percent of CSU wages and benefits for lowest pay grade compared to Living Wage =	203%

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>)