



Introduction

The staff compensation inventory for this credit was developed for Colorado State University's STARS 2.2 submission following the STARS 2.2 Technical Manual.

Methodology

Part 1

For Part 1, the local living wage for a family of four (2 adults, 2 children) expressed as an hourly wage (\$23.24) was taken directly from the MIT Living Wage Calculator for Fort Collins, Colorado where Colorado State University's main campus 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 \$48,339 for salaried staff). Detailed calculations are included below.

Employee Group	All Employees	Count with Living Wage	Percent Living Wage
State Classified	1223	634	51.84%
Admin Professional	4011	3525	87.88%
Faculty	1889	1889	100.00%
Non-Student Hourly	697	173	24.82%
Other Salaried Employee	329	189	57.45%
Overall	8149	6410	78.66%

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 healthcare, retirement, paid time off, 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 Admin Assistant I (\$31,608). 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.

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 Admin Assistant I 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 and wellness, education, retirement, emergency funds) 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.

CSU Wages and Benefits	Value 2022
Salary for lowest paid regular employee at CSU	\$31,608.00
Health Insurance	\$21,089.04
Dental Insurance	\$954.00
Vision	\$112.56
Life Insurance	\$99.00
Short-Term Disability Insurance	\$48.00
Medicare Contribution	\$469.00
PERA Retirement	\$6,792.00
Paid leave (12 annual, 10 sick, 11 university holidays)	\$4,015.52
Paid Family Medical Leave (160 hours)	\$2,455.49
Employee Study Privilege (9 credit hours per year)	\$6,245.28
Tuition Scholarship Program (50% tuition discount, based on 1 dependent)	\$6,245.28
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 Employee Discount Program, etc.)	\$5,000
Employee Assistance Program (mental health and well-being resources available 24/7)	\$540
State of Colorado Employee Assistance Program	\$500
Leave Sharing Program	\$2,701.04
Retirement Sick Leave (90 hours)	\$1,381.21
Retirement/Termination Annual Leave (216 hours)	\$3,314.91
Bereavement Leave (40 hours)	\$613.87
Parental Leave (120 hours)	\$1,841.62

Volunteer in Public Schools Program (60 hours)	\$920.81
School is Cool Supplies Program	\$80
Parking Discount for Employees making under \$35,000 (50% discount)	\$309
Commuter Transit Benefit (bus pass, MAX, etc.)	\$209
Emergency Hardship Loan Fund	\$1,000
Utility Help Assistance Program	\$1,000
CSU Cares (up to \$2,000 available for personal expenses related to natural disaster recovery)	\$2,000
Total Wages and Benefits	\$101,544.64
MIT Living Wage for 2 Adults, 2 Children in Larimer County (\$23.24 per hour) converted to annual salary)	\$48,339.00
Percent of CSU wages and benefits for lowest pay grade compared to Living Wage =	210%

Additional CSU benefits outlined at hr.colostate.edu/benefits