

University of Colorado at Boulder
 Fringe Benefit Summary FY2005

- Total Fringe benefit expense in FY05 was 70,704,478, a 10% increase from FY04. Excluding termination pay expenses of just over \$2 million, the increase was 7%.
- A comparison of cost increase against relative salary increases is as follows (excluding termination pay):

Category	Cost increase (%)	Salary increase (%)
Faculty/Exempt	7.2%	2.75%
Classified inc temporary	6.8%	3.25%
Student Faculty	15.6%	2.25%

- Roughly 75% of the \$2M termination pay expense went towards full-time exempt employees.
- Dental insurance costs, which are elective driven, went down 3.5% for full-time faculty, up 16.6% for full-time exempt, and up 3.9% for classified staff.
- Disability costs are salary driven. They went down 6.1% for faculty, up 22% for full-time exempt, and up 3% for classified staff.
- FICA costs are salary driven up to a limit (\$90,000). These costs grew more modestly than dental or disability – 2.8% for faculty and 7.2% for full-time exempt.
- Medicare is salary driven with no limit. Total Medicare costs went up \$128,115, or 3.2%. Most of this increase was in full-time exempt costs.
- Health insurance is elective driven and was the source of the largest increase in costs between FY04 and FY05. The total increase was 16.7%, just over \$2M. Half of the dollar increase was for full-time exempt employees.
- Life insurance is automatic and is driven by the premiums. These premiums increased substantially in FY04. Total life insurance costs went up nearly 10% between FY04 and FY05, including classified staff costs that almost doubled (\$66,972 to \$128,655).
- Other retirement plans (such as TIAA-CREF) are salary driven. This expense went up 3.9% from FY04 and was the largest single expense item in both years.
- PERA is salary driven. The contribution will increase in January 2006. PERA costs increased considerably, over 12%. Most of this increase was for classified staff.
- Annuitants insurance includes health, life, and dental insurance for retired faculty and staff. It is elective driven. This cost increased over 16% between FY04 and FY05. The largest percentage increase was in full-time exempt.
- Student insurance costs increased nearly 25%. This cost is elective driven and premium based. This expense item accounts for nearly all student faculty fringe benefit costs.
- Unemployment compensation decreased 56% between FY04 and FY05. This type of cost is employment driven.
- Worker’s compensation is a premium paid by Risk Management. There was a large increase in the premium from FY04 to FY05. The total costs increased 27%.
- The two groups not previously mentioned are temporary Classified employees and hourly employees. The total costs for these two groups in FY05 were about \$480,000. Half of these costs went to PERA for the Classified employees.
- For the year, the total under recovery was about \$867K. This was due to faculty and exempt positions, as classified staff was over recovered.