



**Classified and University Staff Recruitment Package/Total Compensation**

<https://www.cu.edu/employee-services/benefits-wellness>

**Leave**

• **Vacation/Sick Leave**

- University Staff
  - Vacation: 22 days/year (14.67 hours/month)
  - Sick: 15 days/year (10 hours/month)
- Classified Staff
  - Vacation: 12 days/year (8 hours/month) for those with 0-5 years of State of Colorado service
  - Sick: 10 days/year (6.66 hours/month)
- 4 weeks of **Parental Leave** for 50% or greater appointments (eligible after 12 consecutive months of employment)
- 10 **paid holidays** per year
- 4 hours of **paid Volunteer Leave** per year

**Benefits**

- **Health Insurance** for 50% or greater appointments (employer contribution based on coverage selected)
  - \$0-\$379/month depending on plan and employee vs. family coverage
  - CU's contributions cover 85%-90% of medical premium costs
- **Dental Insurance** for 50% or greater appointments (employer contribution based on coverage selected)
  - \$0-\$106/month depending on plan and employee vs. family coverage
- **Vision Insurance** for 50% or greater appointments (employee paid)
  - \$6-18/month depending on employee vs. family coverage
- **Life Insurance** for 50% or greater appointments
  - \$57,000 policy is employer paid
  - Optional employee paid plan - up to 3 times salary to a limit of \$1 million
- **Short-Term Disability** for 50% or greater appointments
  - **University Staff** - 60% of your pre-disability earnings (employee paid)
  - **Classified Staff** - 60% of your pre-disability earnings (employer paid)
- **Long-Term Disability** for 50% or greater appointments (University Staff) or for 75% or greater (Classified Staff)
  - **University Staff** - 60% of your pre-disability earnings (employer paid, eligible after 1 year of employment)
  - **Classified Staff** - 60% of your pre-disability earnings (employee paid)
- **Retirement Plans**
  - University Staff - mandatory enrollment into **401(a) Plan** through TIAA (defined contribution plan)
    - employees contribute 5% of gross pay, and CU contributes an amount equal to 10% of gross pay
    - 100% vested at all times in your and CU's contributions to the plan
    - If you have a current contract with PERA - may elect to stay in PERA vs. the 401(a) Plan
  - Classified Staff - mandatory enrollment into **PERA** (State of Colorado defined benefit plan)
    - employees contribute 8.75% of gross pay, and CU contributes 10.4% (this will increase 7/1/2020)
  - Additional **voluntary** retirement savings plans available (employee paid)
- **Tuition Assistance** for 50% or greater appointment
  - 9 credits per year per academic year for eligible employee or for dependents. (exclusions apply)
- Various **Wellness Programs** (fitness center discounts, biometric screenings, health programs, flu shots, Move)
- **BenefitHub** - Access to the State of Colorado's work-life discount program
- **Colorado State Employees Assistance Program (C-SEAP)** - cost-free

**Health & Wellness Centers:**

- [Anschutz Health & Wellness Center](#) - special campus pricing available
  - Many options available, so best for new employee to reach out/tour facility on their own
- [CU Denver Lola & Rob Salazar Wellness Center](#) - \$49/month

**Childcare Centers:**

- Anschutz - [Fitzsimons Early Learning Center](#) managed by Bright Horizons
- Denver - [Auraria Early Learning Center](#) (available to students, faculty and staff of the Auraria Campus)

**Parking/Transportation Options:**

- [Anschutz](#) - \$71/month for staff/faculty (includes RTD Eco Pass)
- [Denver](#) - ranges from \$101-\$148/month
- [RTD Eco Pass](#) - \$38/month
- [CU Denver/Anschutz Intercampus Shuttle](#) - departs each campus :10 after the hour

**Professional Development Opportunities:**

- [SkillSoft](#) (thousands of online courses)
- [LinkedIn Learning](#) (online library of instructional videos)
- [CU on Coursera](#) (150 online courses taught by CU faculty)
- FranklinCovey all access pass (available after you attend a class)