

CONNECTICUT STATE COLLEGES & UNIVERSITIES  
FY2019 to FY2025 Personnel Cost, Salaries and Fringe Benefits

Millions (\$)	FY2019	FY2020	FY2021	FY2022	FY2023*	FY2024	FY2025 Proj	Reductions FY2025 Proj vs. FY2019	
								\$ Change	% Change
<b>Salaries Cost</b>	\$ 575.8	\$ 580.6	\$ 581.8	\$ 605.0	\$ 650.3	\$ 622.3	\$ 678.1		
<b>SEBAC 2020</b>									
5.5% increase in salary cost		31.9							
<b>SEBAC 2021</b>									
5.5% increase in salary cost			32.0						
<b>SEBAC 2022</b>									
4.5% increase in salary cost				31.0					
One time lump sum \$2,500				13.7					
<b>SEBAC 2023</b>									
4.5% increase in salary cost					32.4				
One time lump sum \$1,000					6.1				
27th Payroll (once in every 10 years)					24.8				
<b>SEBAC 2024</b>									
4.5% increase in salary cost						30.5			
<b>SEBAC 2025</b>									
4.5% increase in salary cost							32.8		
<b>Annual Increase in Salaries Cost</b>	\$ -	\$ 31.9	\$ 32.0	\$ 44.7	\$ 63.4	\$ 30.5	\$ 32.8		
<b>Adjusted CSCU Salaries Cost</b>	\$ 575.8	\$ 548.7	\$ 517.9	\$ 496.3	\$ 464.7	\$ 375.2	\$ 487.3	\$ (88.5)	-15%
<b>Fringe Benefits Cost</b>	\$ 378.2	\$ 379.6	\$ 403.0	\$ 413.9	\$ 444.7	\$ 151.9	\$ 165.5		
<b>Fringe Benefits cost paid by State</b>	-	-	-	-	-	-	-		
GF Fringe Benefits paid by State	265.7	261.9	284.0	309.2	332.3	-	-		
OF Fringe Benefits Paid by State	16.2	24.4	36.6	61.0	64.5	41.7	41.7		
Total FB paid by State	281.9	286.3	320.6	370.2	396.8	41.7	41.7		
<b>Fringe Benefits cost paid by Tuition &amp; Fees</b>	\$ 96.3	\$ 93.3	\$ 82.4	\$ 43.7	\$ 47.9	\$ 110.2	\$ 123.8		
<b>Adjust for Increase in FB due to change in methodology (1) (2)</b>	-	-	-	-	-	-	75.8		
<b>Adjusted Fringe Benefits Cost</b>	\$ 96.3	\$ 93.3	\$ 82.4	\$ 43.7	\$ 47.9	\$ 110.2	\$ 47.9	\$ (48.4)	-50%
<b>GRAND Total Adjusted CSCU Salaries and Fringe Benefits Cost</b>	\$ 672.1	\$ 641.9	\$ 600.3	\$ 540.0	\$ 512.6	\$ 485.4	\$ 535.3	\$ (136.9)	-20%

**Notes:**

(1) Beginning with FY24, OPM changed the methodology for fringe benefits to hold CSCU budget neutral. The change in method, shifted the fringe benefits cost from the State onto CSCU students.

(2) Increase in Fringe Benefits associated with SEBAC (FICA SS and FICA Med) and Medical Insurance rates