

NJCU/TYPICAL COMPANY EMPLOYEE COMPENSATION COMPARISON

An employee of NJCU with an annual salary of \$55,000 has a minimum compensation package of \$72,810.00.

An employee of a TYPICAL COMPANY with an annual salary of \$55,000 has a minimum compensation package of \$64,730.00.

BENEFITS	NJCU	TYPICAL COMPANY
Medical benefits	\$10,400 yearly	\$6,500 yearly
Dental Benefits	\$720 yearly	\$0
Prescription	\$3,250 yearly	\$1,080 yearly
Pension Benefit	\$2,400 yearly	\$1,500 yearly
Life Insurance	\$1,040 yearly	\$650 yearly
TOTAL	\$17,810 yearly	\$9,730 yearly

The total employee benefit package at NJCU is **83% higher** than the TYPICAL COMPANY.



**NEW JERSEY
CITY UNIVERSITY
PROVIDES A
SUPERIOR BENEFITS
PACKAGE**

FULL TIME EMPLOYEE BENEFITS

- ♦ **EMPLOYER PAID** health benefits (\$10 co-pay; Premiums range from \$0—\$25.00 per month)
- ♦ 6 health plan choices
- ♦ 13 dental plan choices (Premiums average \$30 per month) **PREMIUMS ARE PRE-TAX!**
- ♦ **EMPLOYER PAID** prescription plan (co-pay \$3 generic/\$10 name brand; NO PREMIUMS)
- ♦ **EMPLOYER PAID** life insurance
- ♦ Vision care reimbursements
- ♦ Domestic partnership benefits
- ♦ 6 vendor carriers to choose from for supplemental retirement savings plans **PRE-TAX DEDUCTIONS**
- ♦ 15 paid sick days per year
- ♦ 13 paid holidays per year
- ♦ 12 paid vacation days per year
- ♦ Fridays off for the summer months
- ♦ University closed during the last week of December
- ♦ Tuition waivers for employees (6 CREDITS PER SEMESTER PAID) and dependents (40% TUITION PAID)
- ♦ Long-term care program available
- ♦ Commuter Tax Save Program—mass transit and commuter parking expenses
- ♦ **PRE-TAX** flexible spending account benefits for unreimbursed medical (up to \$2,000 per year) and dependent care (up to \$5,000.00 per year)
- ♦ Professional development opportunities available on-site
- ♦ Retirement benefits include free or reduced health and dental rates, free life insurance (depends on years of service)
- ♦ \$15,000 yearly limit for pre-taxed supplemental retirement plan
- ♦ Library Membership; Credit union membership
- ♦ Athletic Fitness Center Membership—Reduced staff rate (\$150 per year)

PART TIME EMPLOYEE BENEFITS

- ⇒ Reduced health and prescription plan rates
- ⇒ Pension plan—**PRE-TAX DEDUCTIONS**
- ⇒ Paid sick and vacation time and holidays
- ⇒ Retirement benefits

ADJUNCT EMPLOYEE BENEFITS

- Pension plan—**PRE-TAX DEDUCTIONS**
- Retirement benefits
- Reduced health and prescription plan rates

ADDITIONAL BENEFITS FOR STAFF EMPLOYEES

- Pension retirement based on years of service
- Vesting in the pension after 10 years of service
- Loans through pension plan
- Life insurance 3 times your annual salary

ADDITIONAL BENEFITS FOR FACULTY AND ADMINISTRATORS

- ♦ **8% EMPLOYER MATCHED** pension benefit
- ♦ **EMPLOYER PAID** long term disability
- ♦ Pension vesting after one year
- ♦ Life insurance 3 1/2 times your annual salary
- ♦ Career development funding