

**NJCU/TYPICAL COMPANY
EMPLOYEE COMPENSATION
COMPARISON**

An employee of NJCU with an annual salary of \$55,000 has a minimum compensation package of \$78,941.00.

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	\$17,400 yearly	\$6,500 yearly
Dental Benefits	\$720 yearly	\$0
Prescription	\$4,781 yearly	\$1,080 yearly
Pension Benefit	\$2,400 yearly	\$1,500 yearly
Life Insurance	\$1,040 yearly	\$650 yearly
TOTAL	\$23,941 yearly	\$9,730 yearly



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

FULL TIME EMPLOYEE BENEFITS

- ◆ Health benefits (\$15 -\$20 co-pay; Specialist \$15 co-pay)
- ◆ 16 health plan choices. Premiums are based on **1.5%—35% of the cost of the plan**
- ◆ 6 dental plan choices (Premiums average \$30 per month) **PREMIUMS ARE PRE-TAX!**
- ◆ Prescription plan (co-pay \$3 generic/\$10 name brand; \$25 if you get a name brand and generic is available)
- ◆ **EMPLOYER PAID BENEFITS**
- ◆ Life insurance
- ◆ Vision care reimbursements
- ◆ Domestic partnership benefits
- ◆ 5 vendor carries 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)
- ◆ **TransitChek Benefit**—Commuter Tax Save Program mass transit and commuter parking expenses
- ◆ **PRE-TAX** flexible spending account (FSA) benefits for Unreimbursed medical (up to \$2,500 per year) and Dependent care (up to \$5,000.00 per year)
- ◆ Professional development opportunities available on-site
- ◆ Retirement benefits include reduced health and dental rates, free life insurance (depends on years of service)
- ◆ **403b Plan** \$18,000 yearly limit for pre-taxed supplemental retirement plan, 7 investment carriers.
- ◆ Library Membership; Credit union membership
- ◆ Athletic Fitness Center Membership—Reduced staff rate (\$175 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