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To: CSU Presidents

From: Jackie R. McClain 
Vice Chancellor
Human Resources

Subject: The Total Compensation Calculator – Beyond Salary

I am pleased to announce the release of the Total Compensation Calculator tool for campuses to share with their employees. The Total Compensation Calculator tool permits an employee to input his/her salary and benefit information and the tool will calculate the total California State University (CSU) compensation package for the employee. This new calculator is a way to communicate to employees the total value of the CSU compensation package. We also anticipate that campuses will find this tool helpful in recruitment activities.

How the Total Compensation Calculator – Beyond Salary Tool Works

The employee is asked to respond to a set of benefits and compensation-related questions. Once the employee inputs his/her information, the Total Compensation Calculator displays the CSU contributions made to each benefit plan, the total value of benefits, the total compensation (salary + benefits), and the total benefits as a percentage of salary. The Total Compensation Calculator also provides the estimated daily value of paid time off benefits. Attached is an example showing what the total compensation package would be for a Confidential employee who earned \$45,000 per year.

Campuses are encouraged to place the Total Compensation Calculator link on their campus web site for employee access. The link may be found at:

http://www.calstate.edu/Benefits/Compensation/Compensation_Calculator.aspx.

Please note that because the information entered into the calculator is employee generated, if the employee enters the wrong employee group, eligibility status or benefit plan, the calculator may provide data that is different than the employee's understanding. The calculator includes a statement that official plan documents govern.

If you have questions regarding this information, please contact Human Resources Administration at (562) 951-4411. This Human Resources memorandum is available on the Human Resources Administration's Web page at: <http://www.calstate.edu/HRAdm/memos.shtml>.

JRMCC/pc

Attachment

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CSU Total Compensation - Beyond Salary

The Total Compensation Calculator below is a tool that demonstrates the significance of your CSU benefits package and how it is an important complement to your salary. To see the total value of your benefits, simply choose the appropriate answers for your situation, fill-in your annual base salary, and press the "Calculate" button.

Determine the approximate value of your total compensation	
To which employee group do you belong?	Confidential (C99)
In which medical plan are you enrolled?	PERSChoice
What medical plan coverage level do you have?	Employee + Two or More
In which dental plan are you enrolled?	Delta Dental Enhanced Level II
What dental plan coverage level do you have?	Employee + Two or More
Are you a CalPERS member?	Yes
Did you become a member of CalPERS prior to July 1, 1996?	Yes
Your annual base salary (example: 36835.00)	45000.00

University (Employer) Contributions	
CalPERS Medical Insurance	\$12,504.00
Dental Insurance	\$1,795.44
Vision Insurance	\$109.56
CalPERS Retirement	\$7,648.65
Social Security	\$2,790.00
Medicare	\$652.50
CSU paid Life and AD&D	\$100.20
CSU paid LTD	\$0.00

Total Compensation (Benefits and Salary)	
Total Value of Benefits	\$25,600.35
Total Compensation (Salary + Benefits)	\$70,600.35
Total Benefits as a % of Salary	56.89%

Paid Time Off Benefits	
Estimated Daily Value	\$171.00
Your annual base salary covers your time worked as well as your approved paid time off. Paid time off benefits listed below are part of the value of your annual base salary.	

Paid time off benefits

- Up to 24 vacation days per year (based on employee group and/or service)
- 14 paid holidays per year
- 12 sick days per year, with unlimited accrual
- Parental leave (base on employee group)
- Organ Donor Leave
- Jury Duty

Calculations are based on employer benefit contributions specific to the employee group you selected. You must meet the benefits eligibility criteria in order to participate in most benefit programs. The approximate value of your total compensation is calculated based on the benefit contributions for 2007. Please note CalPERS reportable compensation is subject to the IRS pension limit which is \$225,000 for 2007. The Social Security salary limit is \$97,500 for 2007.

The following list of benefits and services, as well as those listed above, make up the CSU comprehensive benefits package.

CSU Benefits

Other benefits and services

- | | |
|--|---|
| <ul style="list-style-type: none"> • An array of health plans that include prescription drug coverage • Your choice of dental plans • Vision coverage • Income protection benefits including life insurance and disability • CalPERS retirement • Investment options for future financial security (403(b), 457, 401(k)) • Pre-tax health and dependent care reimbursement accounts • Pre-tax parking deduction plan • FlexCash • Employee Assistance Programs | <ul style="list-style-type: none"> • CalPERS Long term care • CSU fee waiver program • Auto/home owners insurance • Housing programs • Credit union services |
|--|---|

If there is a difference between your understanding of your benefit plans and the calculator, please contact your campus benefits representative. The official plan documents govern.

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