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## CSU Total Compensation

The Total Compensation Calculator 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.**

<b>To which employee group do you belong?</b>	<div style="border: 1px solid #ccc; padding: 5px; display: flex; justify-content: space-between; align-items: center;"> <span>CSUEU (Units 2,5,7 and 9)</span> <span>▼</span> </div>
<b>In which medical plan are you enrolled?</b>	<div style="border: 1px solid #ccc; padding: 5px; display: flex; justify-content: space-between; align-items: center;"> <span>Sharp Performance Plus CA</span> <span>▼</span> </div>
<b>What medical plan coverage level do you have?</b>	<div style="border: 1px solid #ccc; padding: 5px; display: flex; justify-content: space-between; align-items: center;"> <span>Employee Only</span> <span>▼</span> </div>
<b>In which dental plan are you enrolled?</b>	<div style="border: 1px solid #ccc; padding: 5px; display: flex; justify-content: space-between; align-items: center;"> <span>Delta Dental PPO - Enhanced Level II</span> <span>▼</span> </div>

<b>What dental plan coverage level do you have?</b>	Employee Only <input type="button" value="v"/>
<b>Are you a CalPERS member?</b>	Yes <input type="button" value="v"/>
<b>When did you become a CalPERS member?</b>	After January 1, 2013 <input type="button" value="v"/>
<b>Your annual base salary (example: 36835.00)</b>	<input type="text" value="31200"/>
	<input type="button" value="Calculate"/> <input type="button" value="Reset"/>

<b>University (Employer) Contributions</b>	
<b>CalPERS Medical Insurance (<a href="https://www.calpers.ca.gov/">https://www.calpers.ca.gov/</a>) <sup>1</sup></b>	\$7,123.92
<b>Dental Insurance (<a href="http://www.deltadentalca.org/csu/">http://www.deltadentalca.org/csu/</a>) <sup>2</sup></b>	\$550.20
<b>Vision Insurance (<a href="http://www.vsp.com/">http://www.vsp.com/</a>) <sup>3</sup></b>	\$89.64
<b>CalPERS Retirement (<a href="https://www.calpers.ca.gov/">https://www.calpers.ca.gov/</a>) <sup>4</sup></b>	\$9,171.55
<b>Social Security</b>	\$1,934.40
<b>Medicare</b>	\$452.40
<b>CSU paid Life and AD&amp;D (<a href="https://www.standard.com/mybenefits/csu/life_add.html">https://www.standard.com/mybenefits/csu/life_add.html</a>) <sup>5</sup></b>	\$14.40
<b>CSU paid LTD (<a href="http://www.standard.com/mybenefits/csu/ltd.html">http://www.standard.com/mybenefits/csu/ltd.html</a>) <sup>6</sup></b>	\$0.00

<b>Total of Salary and Employer-Paid Benefits</b>
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<b>Total Value of Benefits</b>	\$19,336.51
<b>Total Compensation (Salary + Benefits)</b>	\$50,536.51
<b>Total Benefits as a % of Salary</b>	61.98%

<b>Paid Time Off Benefits</b>	
<b>Estimated Daily Value</b>	\$118.56
<p><b>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.</b></p>	

**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 (based on employee group)
- Organ Donor Leave
- Jury Duty
- Unit 13 Earns PTO

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 2019 limits as follows:

- Employees who are CalPERS "Classic" members who first became members of CalPERS prior to July 1, 1996 are not subject to the reportable compensation limit.
- Employees who are CalPERS "Classic" members who became members of CalPERS on or after July 1, 1996 are subject to a limit of up to \$280,000 of reportable compensation.
- Employees who became new members of CalPERS on or after January 1, 2013 are subject to the following CalPERS compensation limits:
  - Up to \$124,180 for employees who are subject to Social Security
  - Up to \$149,016 for employees who are not subject to Social Security.

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

**CSU Benefits**

- 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 (CSU Tax Sheltered Annuity Plan 403(b), Roth, 457 and 401(k) offered through Savings Plus)
- Pre-tax health and dependent care reimbursement accounts
- Pre-tax parking deduction plan
- FlexCash
- Employee Assistance Programs

**Other benefits and services**

- CalPERS Long term care
- CSU fee waiver program
- Auto/home owners insurance
- 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.

Rates as of: <sup>1</sup>Medical - 01/01/2019; <sup>2</sup>Dental - 01/01/2019; <sup>3</sup>Vision - 01/01/2019; <sup>4</sup>Retirement - 7/01/2019; <sup>5</sup>CSU Paid Life and ADD - 01/01/2019; <sup>6</sup>CSU Paid LTD - 01/01/2019

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