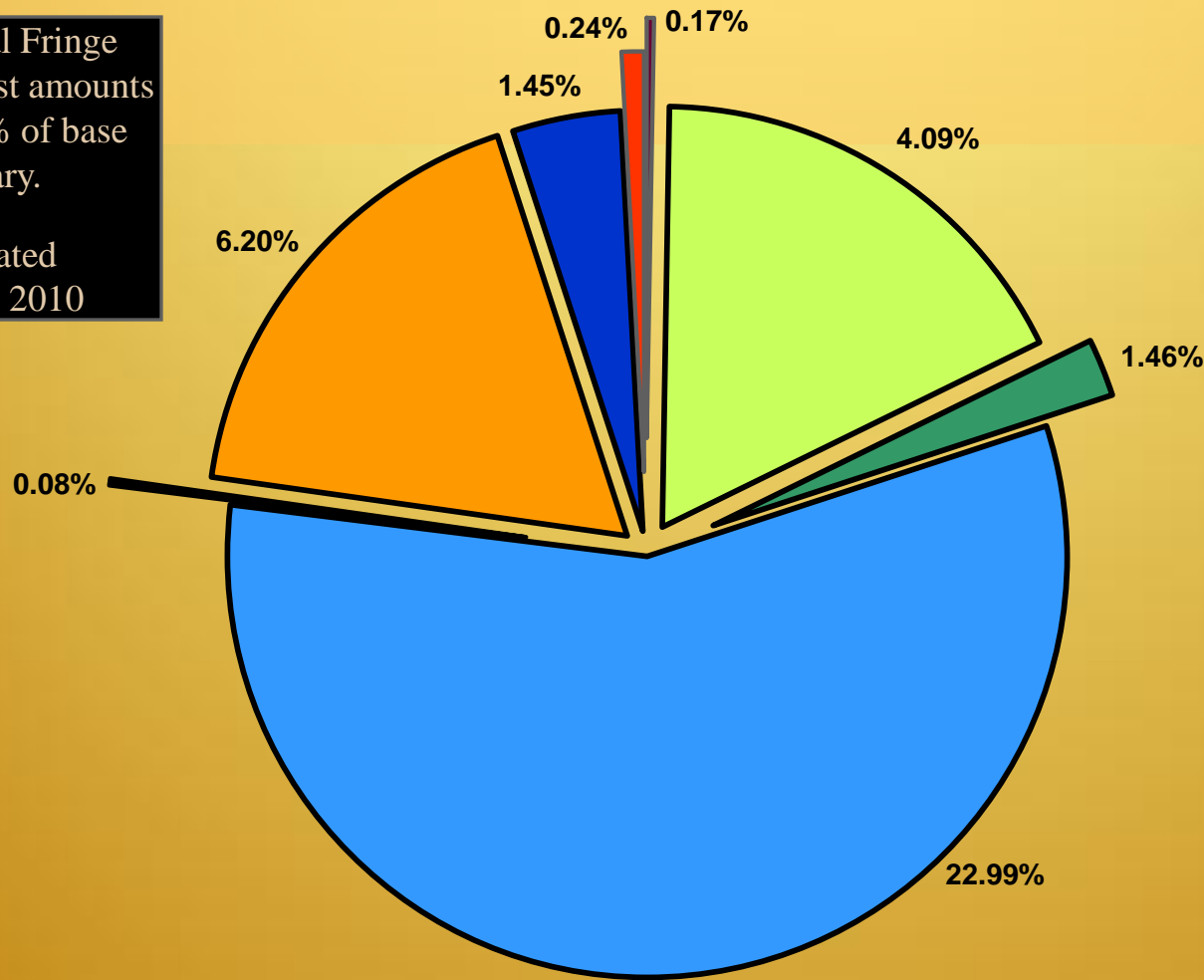


FRINGE BENEFIT COST

The following Chart defines the fringe benefit cost as a percent of an employee's salary

The Total Fringe Benefit Cost amounts to 36.68% of base salary.
Updated March 2010



- Unused sick leave = 0.17%
- Health = 22.99%
- Medicare = 1.45%
- Pension = 4.09%
- Unemployment Insurance = 0.08%
- Temporary Disability Insurance = 0.24%
- Workers Compensation = 1.46%
- FICA Survivor = 6.20%

Benefits Programs are a significant part of the total compensation package provided by UMDNJ to our employees.

Benefits Programs supplement the cash compensation that our employees receive.

These health, income protection, savings and retirement programs provide security for our employees and their families.

Definitions and Website Information

- Unused Sick Leave (Wine) 0.17%

It is a benefit available to staff members who being considered retired under the State of New Jersey pension system, will be paid ½ the value of the unused sick leave up to \$15,000.

Resignation – Lose sick time

Retirement – For additional information, visit: www.umdnj.edu/hrweb/policies/pl407000.htm

- Pension (Light Green) 4.09%

PERS - A defined benefit plan that provides a service pension formula; based on age credited service.

For additional information, visit:

www.state.nj.us/treasury/pensions/epbam/exhibits/handbook/persbook.pdf

ABP – A defined contribution plan that provides a pension benefit based on employee and employer contributions plus any earnings.

For additional information, visit: www.state.nj.us/treasury/pensions/epbam/exhibits/pdf/fp0706.pdf

PFRS - A defined benefit plan that provides a pension formula. Retirement is mandatory at age 65.

For additional information, visit: www.state.nj.us/treasury/pensions/pfrsman.htm

- Workers Compensation (Green) 1.46%

Provides medical, time loss, permanent disability and survivors benefits to faculty and staff injured while employed at UMDNJ.

For additional information, visit:

www.umdnj.edu/oppmweb/Policies/HTML/financial/00-01-50-88_00.html



Definitions and Website Information

(con't)

- Health Benefits (Blue) 22.99%
The University offers a PPO (NJDIRECT 15) and two HMOs.
For additional information, visit: www.state.nj.us/treasury/pensions/shbp.htm
- Unemployment Insurance (Black) 0.08%
Employee pays .0425% of taxable wages up to \$29,700 in 2010.
For additional information, visit: www.nj.gov/labor/ui/uiindex.html
- FICA Survivor (Orange) 6.20%
FICA Tax - FICA stands for "Federal Insurance Contributions Act." It's the tax withheld from your salary or self-employment income that funds the Social Security and Medicare programs. Survivor benefit: Employee pays 6.20% up to limit of \$106,800 in 2010.
For additional information, please visit: www.socialsecurity.gov/
- Medicare (Dark Blue) 1.45%
Employee pays 1.45% with no cap.
For additional information, visit: www.medicare.gov/default.asp
- Temporary Disability Insurance (Red) 0.24%
The weekly maximum benefit is payable for no more than 26 weeks with respect to any one period of disability.
Employee pays .5% up to \$29,700 in 2010.
For additional information, visit: www.nj.gov/labor/index.html

