

Dalhousie University - Total Compensation

September 26, 2018



Total Compensation Portfolio

- Payroll & Benefits
 - 11 staff
- Pension
 - 4 staff
- Compensation & Job Evaluation
 - 5 staff
- Disability Admin
 - 2 staff

Your Total Compensation Package

- Earnings
 - Regular earnings as well as any overload or one time additional payments
- Group Benefit Plan
 - Life Insurance, Survivor Income Benefit, Long Term Disability, Accidental Death & Dismemberment, Health, Dental, Travel and Employee & Family Assistance Plan
- Government Sponsored Benefits
 - Canada Pension Plan (CPP) and Employment Insurance (EI)
- Pension
 - Defined Benefit Pension Plan
- HSA
 - \$1,000 annually

Your Total Compensation Package

- Vacation entitlement
 - DPMG Schedule – 4 to 6 weeks based on years of service
- Sick Leave
 - 125 working days with full pay
- December break
 - time off without using vacation
- Dalplex reduced membership fee
 - 50% off community rate
- Tuition & Tuition Assistance
 - Full time staff entitled to 2 full credits in one academic year at no cost
 - Dependents of full time staff entitled to 50% off tuition costs

Total Compensation – Significant expenditures

- Payroll

- 2017 – Total Payroll - \$416,571,254

- Benefit contributions

Benefit	Provider	Employee Cost	Employer Cost	Total Premiums
AD&D, Travel and Voluntary Accident Insurance	SSQ	\$ 196,932.06	\$ 226,345.42	\$ 423,277.48
Group Life, SIB and Optional Group Life	Manulife Financial	\$ 402,732.97	\$ 1,026,764.26	\$ 1,429,497.23
Long Term Disability	Manulife Financial	\$ 4,212,785.46	\$ -	\$ 4,212,785.46
Medical	Medavie Blue Cross	\$ 1,779,801.16	\$ 2,316,671.05	\$ 4,096,472.21
Dental	Medavie Blue Cross	\$ 1,539,109.04	\$ 1,372,627.15	\$ 2,911,736.19
Health Spending Account	Medavie Blue Cross	\$ -	\$ 2,161,881.97	\$ 2,161,881.97
		\$ 8,131,360.69	\$ 7,104,289.85	\$ 15,235,650.54

- Pension contributions

- 2017 – EE - \$20,316,784

- 2017 – ER - \$28,081,699

Total Compensation example - \$50,000 salary

Annual Salary	\$	52,101.00		
Monthly Salary	\$	4,341.75	Single Benefit Coverage	
			Employee Cost	Employer Cost
	Acc Death and Dismemberment	\$	-	\$ 1.88
	Canada Pension Plan	\$	201.19	\$ 201.19
	Dental - Staff	\$	23.21	\$ 23.22
	Employment Insurance Reduced 1	\$	72.07	\$ 91.74
	Life	\$	-	\$ 12.56
	Survivor Income Benefit	\$	-	\$ -
	Health Spending Account	\$	-	\$ 83.33
	Long Term Disability	\$	85.10	\$ -
	Pen ER Overmatch Current Serv	\$	-	\$ 141.98
	Dalhousie Pension Plan	\$	260.77	\$ 260.77
	Pen ER Overmatch GC Deficit	\$	-	\$ 62.96
	Pension Supplementary Contribu	\$	86.84	\$ -
	Travel Insurance	\$	1.35	\$ 2.02
	Health Insurance	\$	23.68	\$ 35.53
	MONTHLY	\$	754.21	\$ 917.18
	ANNUAL	\$	9,050.52	\$ 11,006.20

Total Compensation example - \$80,000 salary

Annual Salary	\$	78,168.00		
Monthly Salary	\$	6,514.00	Family Coverage	
			Employee Cost	Employer Cost
	Acc Death and Dismemberment	\$	-	\$ 2.82
	Canada Pension Plan	\$	309.28	\$ 309.28
	Dental - Staff	\$	54.65	\$ 54.65
	Employment Insurance Reduced 1	\$	108.13	\$ 137.64
	Life	\$	-	\$ 18.80
	Survivor Income Benefit	\$	4.11	\$ 4.11
	Health Spending Account	\$	-	\$ 83.33
	Long Term Disability	\$	127.67	\$ -
	Dalhousie Pension Plan	\$	394.36	\$ 394.36
	Pen ER Overmatch Current Serv	\$	-	\$ 213.01
	Pen ER Overmatch GC Deficit	\$	-	\$ 94.45
	Pension Supplementary Contribu	\$	130.28	\$ -
	Travel Insurance	\$	2.70	\$ 4.04
	Health Insurance	\$	68.18	\$ 102.28
	MONTHLY	\$	1,199.36	\$ 1,418.77
	ANNUAL	\$	14,392.32	\$ 17,025.28

Questions