Today’s Agenda

DePaul’s Compensation Philosophy
A Total Compensation Philosophy and Salary Structure grounded in organizational values and external market

403(b) Retirement Plan
Administered by Fidelity or TIAA-CREF providing tax-deferred retirement savings

Health and Welfare Programs
Health and Welfare Programs that support wellness and security
Respect for individual dignity, a central teaching of St. Vincent DePaul, lies at the heart of the University’s compensation philosophy.

COMPENSATION PHILOSOPHY
Total Compensation Philosophy

**Mission Driven**
Align compensation policies and procedures to support DePaul’s long term direction.

**Sustainable**
Manage compensation programs efficiently and effectively to meet competitive goals and maintain financial viability.

**Competitive**
Establish levels of compensation that compete well with those of similar universities and appropriate external benchmarks.

**Just**
Respect individual dignity by recognizing the relative value of every job function to the University and by equitably rewarding individual performance.

**Compliant**
Ensure that DePaul’s compensation policies and procedures are in compliance with all applicable federal and state laws and regulations.
Compensation Program in Support of Vision 2018 Objectives

Strengthen campus-wide diversity.
Recruit and retain a diverse faculty, staff and administration, with special attention given to increasing the representation of under-represented populations.

Invest in our staff.
Recruit, develop and promote a highly qualified staff committed to our institutional values of cooperation and exceptional service.

Generate increasing operating surpluses, exercising effective cost controls.
Provide competitive salaries and benefits to attract, retain and motivate highly qualified faculty and staff within the overall parameters of net revenue growth and operating margins.
A tax-deferred retirement plan for DePaul Faculty and Staff

403(B) RETIREMENT PLAN
403(b) Retirement Plan

Participants may elect to defer up to 100% of their eligible compensation to the Plan on a pre-tax basis, subject to IRS limits. No after-tax contributions are permitted.

All new hires/rehires after January 1, 2016 will be automatically enrolled in the plan with a pre-tax savings rate of 5% unless you opt out or make a different election within 60 days of your hire.

2016 Deferral Limit is $18,000 (plus $6,000 Age 50 Catch-Up if applicable). Note, this limit includes any 2016 contributions to a prior employer.

Two Plan Fund Sponsors are available
- Fidelity Investments
- TIAA-CREF
403(b) Retirement Plan

University Contribution (Match)

Employees who have completed one year of service (as defined by the Plan), attained age 21 and deferred at least 5% are eligible for the 8.5% per-pay period University contribution.

Vesting

Salary deferrals and matching contributions are fully and immediately vested.
403(b) Retirement Plan
Active Enrollment

**Step One**
Submit your Contribution Election online by logging into Campus Connect

_Self Service –> Benefits
(403(b) will appear as a link)_

**Step Two**
You will need to set up a user account with Fidelity and/or TIAA-CREF. Select investment mix directly from the investment plan provider’s website by following the links provided in the enrollment module.

**Step Three**
Designate your beneficiaries with Fidelity and/or TIAA-CREF.
403(b) Retirement Plan
Default Enrollment

If you do not actively enroll or opt out of the 403(b) Plan within 60 days of hire/rehire, you will automatically be set up with 5% pre-tax contributions:

• An account will be set up on your behalf at Fidelity.

• Contributions will be invested in the appropriate Target Retirement Fund based on your date of birth.

• You may still access your account and make election changes at any time, even if you are default enrolled.
Providing wellness and security to our employees.

HEALTH & WELFARE OVERVIEW
Part-Time Staff may become eligible for the following benefits if they have been credited with at least 1,000 hours of service during the initial 12 months of employment.

- Medical (Consumer Driven Health Plan - CDHP)
- Dental
- Vision
- Basic Life Insurance
- Flexible Spending Accounts
- Transportation/Parking Program
- EAP
- Bright Horizons Back-Up Care Program

If you meet the eligibility requirements, you will be notified by Human Resources.

For additional information, visit the HR site: https://hr.depaul.edu/Benefits/Part-Time_Benefits/index.html