



DCRI Compensation & Total Rewards

Manager Lunch & Learn sessions, May 2015



Duke Clinical Research Institute



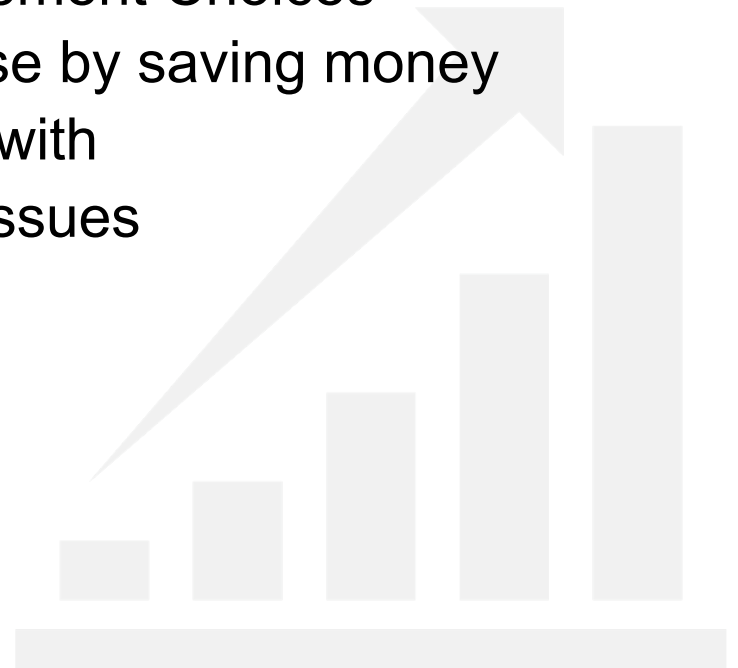
DCRI A WORKPLACE TO CELEBRATE

So much goes into making this a
Workplace to Celebrate!



Goals for today:

- Understand Duke's Total Rewards package and how it applies to you and your employees
- Understand the contributing elements of our compensation: More than just salary!
- Understand Duke Health Plan & Retirement Choices
- Understand how to give yourself a raise by saving money
- Resources for additional tools to help with compensation-related questions and issues





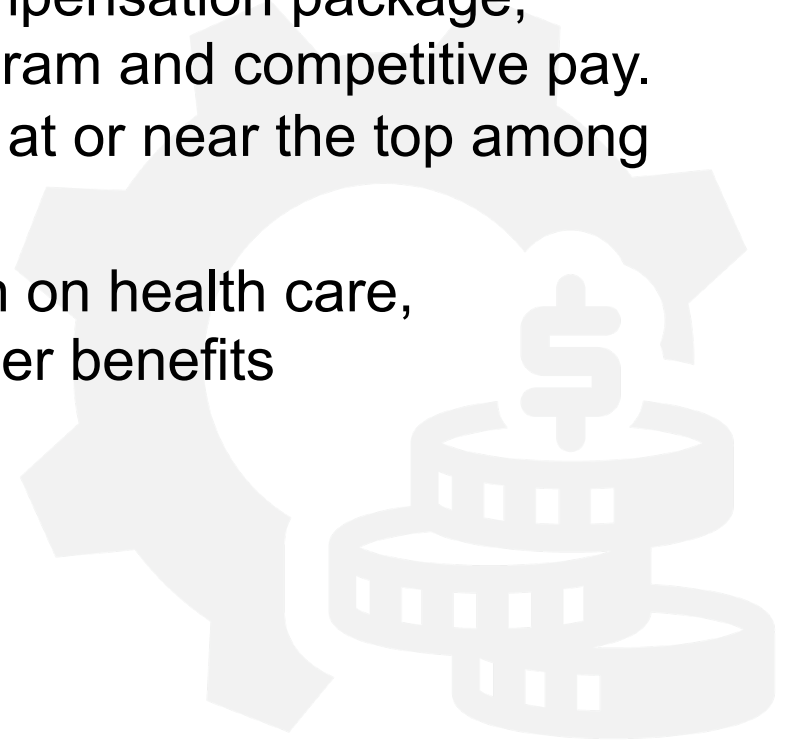
What does Total Rewards mean?

- Duke Total Rewards: Salary, benefits, professional development, access to a variety of discounts, and more to foster a motivated work environment for employees. And the DCRI offers its employees & their families even more perks!
 - **Monetary** – Compensation/Annual Base Salary
 - **Benefits** – Medical, Dental, Vision, Retirement benefits, generous paid time off
 - **Professional Development** – Employee Tuition Assistance, variety of courses from IT and Organizational Learning
 - **Family assistance** – Children's Tuition Grants, discounts across the triangle and state, Live for Life



Compensation: More than a paycheck

- On average, for every dollar an employee earns, Duke contributes about 25 cents in benefits. Your employees get 25% over and above their salary in benefits!
- Duke offers an outstanding total compensation package, which includes a robust benefit program and competitive pay. This package is consistently ranked at or near the top among peer institutions
- In FY 2014, Duke spent \$525 million on health care, retirement & pension, FICA, and other benefits





Variety of health plans to choose from:

- Individuals can choose what is best for them:
 - **Duke Basic** (HMO with Triangle network primarily of Duke physicians)
 - **Duke Select** (HMO with Triangle network primarily of Duke physicians)
 - **Blue Care** (BCBS HMO with statewide network)
 - **Duke Options** (PPO plan with international network)
- Competitive Premiums – Duke pays over 80% of cost for employee coverage and 50% for covered dependents (including spouse/partner)
- Comprehensive Coverage

Plus: Cigna Medical Benefits Abroad provides employer paid coverage for international business travel of less than 6 months for full-time benefits eligible employees

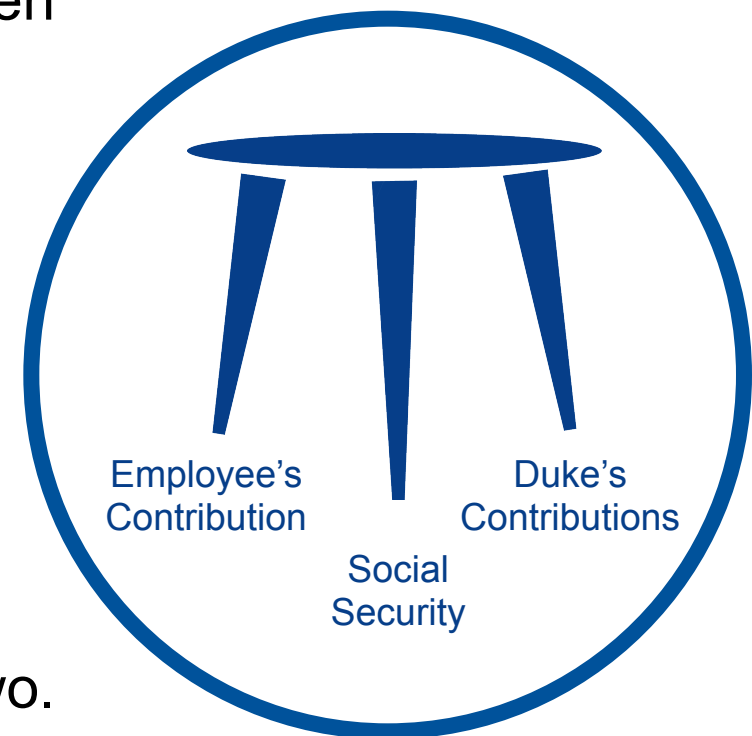


Retirement income sources

Retirement sources of income have often been compared to a three-legged stool made up of:

- Social Security
- Employer's retirement plan
- Personal savings

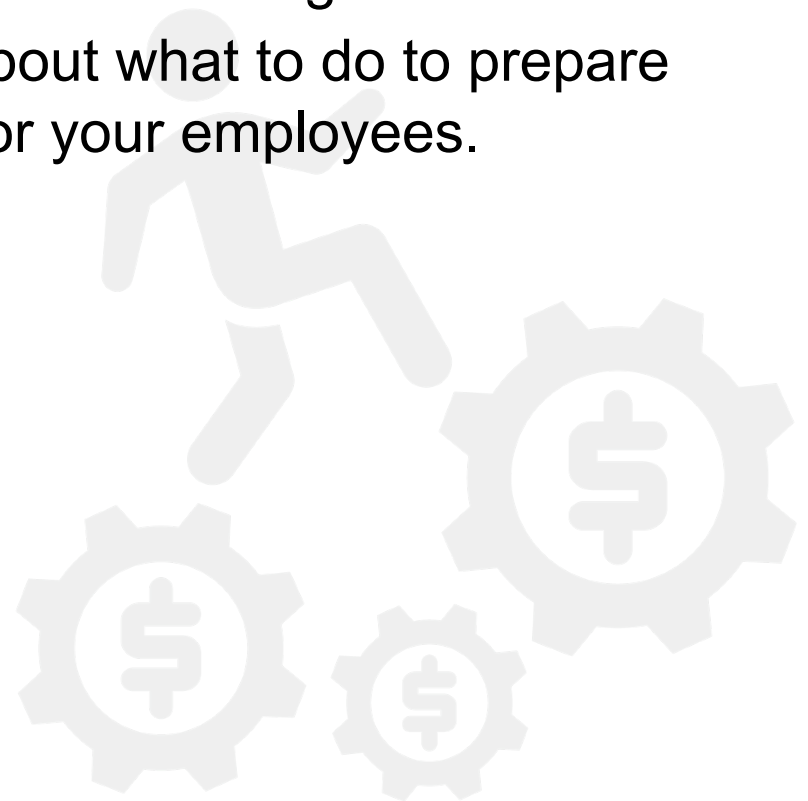
How much you depend on the third leg depends on the strength of the other two. Duke provides a generous retirement contribution for its employees.





Financial Fitness Week

- May 18-21 is Financial Fitness Week at Duke
- Resources are available to employees to determine if their savings are headed in the right direction
- Opportunity to speak with experts about what to do to prepare for retirement, etc. Great resource for your employees.





What do your Total Rewards look like?

- Personal benefit statements were mailed to all employees home addresses in May.
- Includes direct pay, health/wellness benefits, retirement savings
- Employees can see how Duke has invested in THEM directly
- Encourage employees to review their personal benefit statement to make sure everything meets their needs





Additional Cost Saving Resources

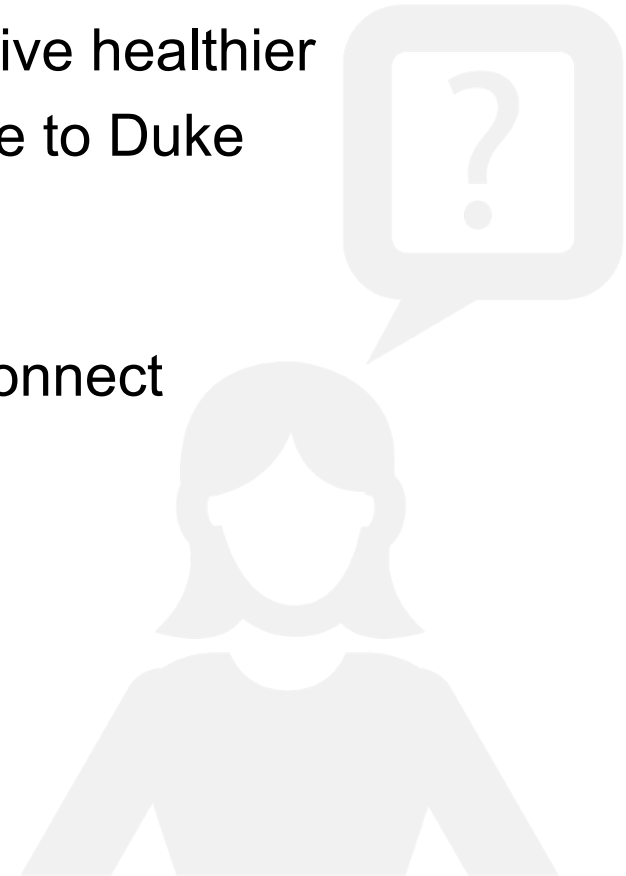
- Set aside pre-tax money from paychecks to cover eligible health care & dependent care expenses
- Pre-tax savings about \$30-\$40 for every \$100 of eligible expenses
- Two types of accounts
- Health Care Reimbursement Account
- Dependent Care Reimbursement Account





What else is available?

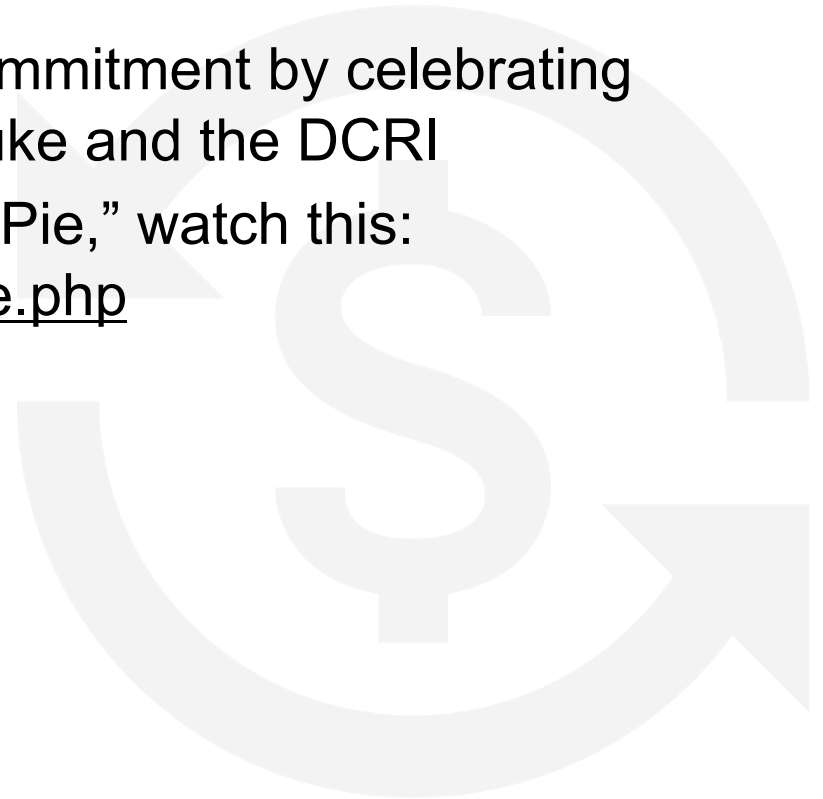
- PERQS program: A wide range of discounts for automobiles, technology, entertainment, dining, travel, and more.
- Wellness programs to help employees live healthier
- Access to programs and facilities unique to Duke
- Duke Employee Appreciation month:
Even more discounts & fun programs!
- At the DCRI: Opportunities all year to connect and celebrate with colleagues





Why Total Compensation?

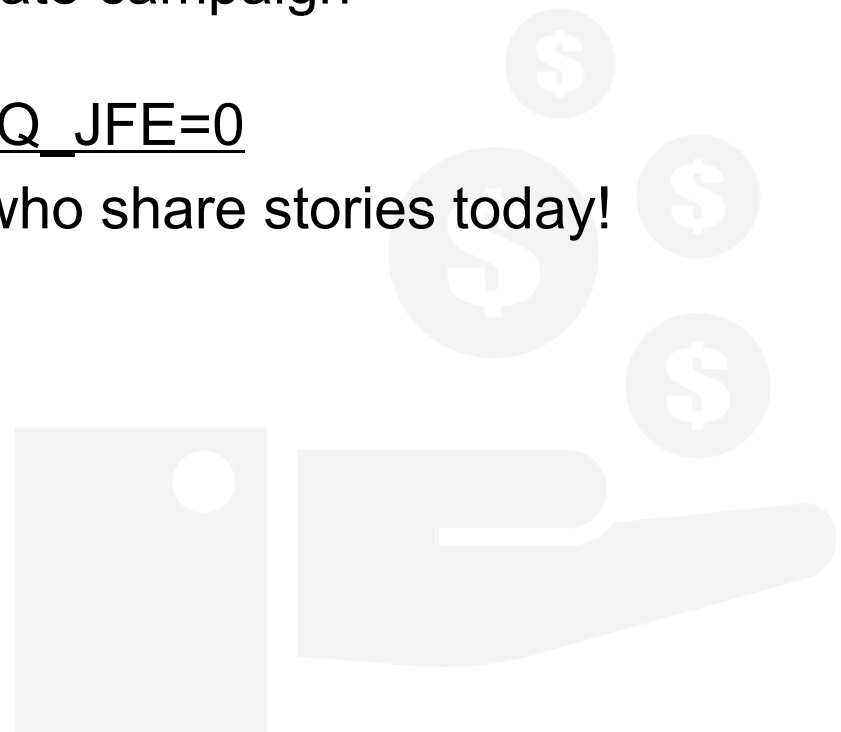
- Total Compensation helps us attract the best talent
- Retain our top performers and contribute to lower-than-average turnover rates
- Enhance employee morale and commitment by celebrating the many benefits of working at Duke and the DCRI
- For more info on all “Pieces of the Pie,” watch this:
<http://www.hr.duke.edu/benefits/pie.php>





How have you benefitted?

- Trish Bulluck: “I used the tuition assistance benefit to pursue another degree, and it’s been invaluable.”
- Do you have a story? Share it with us today, or submit your story to the Workplace to Celebrate campaign
https://duke.qualtrics.com/SE/?SID=SV_9mAebHmCEy1p9hb&Q_JFE=0
- We have giveaways for people who share stories today!





Questions?

- Thank you for attending!
- We hope you understand more about the benefits and resources available to you and your employees.
- As you conduct your PEP reviews and discuss merit increases, talk with your employees about Total Rewards and how salary is one “piece of the pie”.

