Task: Which Summer Job?

Directions: Compare two typical summer teen employment opportunities. Nicholas, who is a senior in high school, is deciding between two summer job offers. Both jobs offer the same salary, $14 an hour, but each offers different benefits.

1. Circle the benefit within each row that appeals to you most.

2. After circling each item below, which offer would you encourage Nick to take. Explain what key factors and why you feel that way.

|  |  |  |
| --- | --- | --- |
| Summer Job Offers | Front Desk at a Local Gym | Lifeguard at the Community Pool |
| Membership | Free with employment (worth $40 a month). | Free with employment (worth $400). |
| Uniform | Provided by the gym (uniform worth $30). | Lifeguard shirt and swimsuit; not provided (uniform cost $50). |
| Commute | Ten miles from his house; can use public transportation. | Within five miles of his house; not accessible with public transportation. |
| Work Duties | Requires standing all day behind the desk and ability to work a cash register. | Requires sitting in the sun for hours at a time and constant vigilance. |
| RequirementsExpectations | You model a healthy lifestyle inside and outside of the gym. | Red Cross Lifeguard certification (not provided). |
| Potential For Extra Earnings | Opportunity for overtime pay ($20 an hour over 40 hours a week). | Opportunity to earn extra money working for pool parties ($100 per 3-hour party once a week). |
| TrainingOpportunities | Can assist personal trainers. | Can assist pool manager. |
| Hours | Can require a start time as early as 7 a.m. and as late as 9 p.m. | Pool hours are 10 a.m. until 8 p.m. Required to come one hour early to clean the pool or one hour later to reset deck chairs, clean trash and put away pool equipment. |
| Closings | The gym is open every day. | Pool is not open during inclement weather. |
| Education Support | Will pay 10 percent towards a Bachelor’s degree in Business or fitness-related degree for employees of 24 months or more. | Eligible for one of four $1,000 scholarships offered each year regardless of college major. |
| AdvancementOpportunities | Can train to be assistant manager. | Can train to be lifeguard supervisor. |
| Year-RoundEmploymentOpportunity | Can continue to work reduced hours year round (up to 20 hours a week). | Pool closes when school starts; eligible for one of two open positions at the local indoor pool (weekends only). |

Name:

Task: Benefits Analysis

Directions: Compare the value of the benefits offered for two different job offers. Again circle what you think is best in each row. Also, enter the impact. Cost to you, or benefit for 10 years. In third column describe why you chose the option you chose.

|  |  |  |  |
| --- | --- | --- | --- |
|  | Offer A: Base Salary $30,000 | Offer B: Base Salary $30,000 | Why did you Choose the one circled? |
| Health Care | Covers 100 percent of monthly health insurance premium.Impact: •Long-Term (10-year) Impact: | Covers 80 percent of monthly health insurance premium.Monthly cost: $200.Impact:Long-Term (10-year) Impact: |  |
| Retirement | 403b: The company will match 50 percent of your retirement fund contributions up to $1,000 per year. Assume that you maximize your contribution.Impact: Long-Term (10-year) Impact: | 401k: The company will match your retirement fund contributions up to $2,500 starting in Year 1. Assume that you maximize your contribution.Impact:Long-Term (10-year) Impact: |  |
| Travel | Requires 10 percent travel; all meals and travel are reimbursed.Impact:Long-Term (10-year) Impact: | Requires 15 percent travel. Daily meal allowance is $40; travel is reimbursed.Impact:Long-Term (10-year) Impact: |  |
| Vacation Time | Offers two weeks of vacation (up to 10 days), three days of which can carry over to the next year.Impact:Long-Term (10-year) Impact: | Up to two and a half weeks of vacation (13 days).Impact:Long-Term (10-year) Impact: |  |
| Sick/PersonalDays | Up to three sick days and three personal days a year.Impact:Long-Term (10-year) Impact: | Up to five days a year that can be used for any personal use. Can carry over one unused day into the next year (up to 10 “banked” days).Impact:Long-Term (10-year) Impact: |  |
| RequiredAttire | Requires corporate attire that may have to be dry cleaned. Estimated dry-cleaning cost: $40 per month.Impact:Long-Term (10-year) Impact: | Requires a company uniform (provided, machine washable) and tools (not provided). Up-front cost: $600.Impact:Long-Term (10-year) Impact: |  |
| Which would you chose and why? |  |

Compare Employee Benefits

Directions: Gina's cousin, Jordan, has just finished college and is trying to decide between two job offers. The salaries are the same, but the benefits are very different. Study each of the offers below to compare the employee compensation packages.

1. Within Each Row, circle the better of two options.
2. If there is a cost to the employee, calculate and enter the cost for 1 year in the box to help you decide which is best.
3. Do you think a cost to you is something you would still pay for some benefits? Why or why not? Enter answer below:

|  |  |  |
| --- | --- | --- |
|  | Offer A | Offer B |
| Salary | $24,000 a year. | $24,000 a year. |
| HealthInsurance | Employer pays $360 a month. Jordan pays $40 a month. | Employer pays $300 a month. Jordan pays $100 per month. |
| DentalInsurance | Not offered. | Employer pays $15 per month. Jordan pays $5 per month. |
| TuitionAssistance | Employer will pay 100 percent of tuition costs per year toward a bachelor's or advanced degree, up to a total of $2,000. | Employer will pay 50 percent of tuition costs per year, up to a total of $4,000. |
| TransportationAssistance | Jordan gets a $25 discount off the monthly parking fee of $100, or a monthly public transportation pass of up to $50, or $300 a year toward purchase of a bike. | None. |
| RetirementPlan | Employer matches 50 percent of Jordan’s contributions a year, up to six percent of his salary. | Employer matches 100 percent of Jordan's contributions a year, up to three percent of his salary. |
| GymMembership | Jordan gets 30 percent off a $40-a-month membership at the nearby gym. | Jordan gets a free membership at the gym in the building, which is normally $30 each month. |
| Paid Holidays | Employer provides 11 paid days off for holidays each year. | Employer provides nine paid days off for holidays each year. |
| Paid Time Off | Employer provides five paid vacation days and three paid sick days the first year. | Employer provides 10 days of paid leave the first year which an employee can use for vacation or sick leave. |
| Which package would you choose and why? |  |

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Activity 3.9: Compare Employee Benefits June 2014