

Benefits Package Value

Principal Investigator: Frederick Brodzinski, City College of New York

Recruiting entry-level civil engineers and information technology specialists has become more competitive and the New York State Department of Transportation is experiencing difficulty in attracting people to these positions. Compared to the private sector, NYSDOT's entry-level salaries are lower but rise more quickly. NYSDOT believes their benefit package is better, however, this has never been quantified. If their benefit package is more valuable than that of NYSDOT's competitors, that would offset lower starting salaries and be an attractive component of a total compensation package. Competitive compensation should enhance their recruitment efforts.

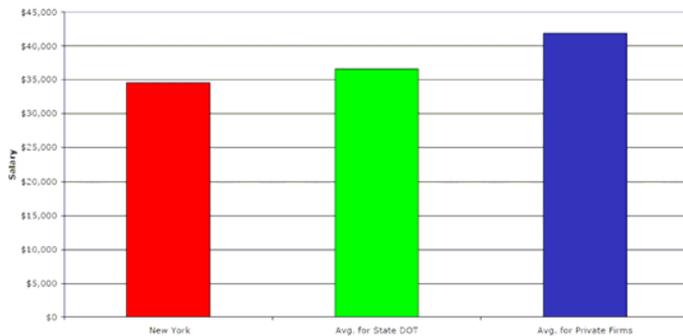
This study was conducted to determine if in fact the benefit's package is worth more than NYSDOT's competitors. The initial salary offered by NYSDOT to entry-level civil engineers is below its competition. The salary after the probation period however, is quite competitive. Fringe benefits in most categories meet or exceed those offered by the competition with exceptions of life insurance and maximum tuition reimbursement per year. It is estimated that the value of NYSDOT's fringe benefit package is \$14,352.00.

NYSDOT's competition spends a great deal more money on advertising in their recruitment efforts. Other State DOT's far exceeded NYSDOT's travel expenditures for recruitment. NYSDOT spent three times what the others spent on support materials.

Recommendations:

1. NYSDOT should review its salary structure for the first 14 months and shift a competitive amount to the initial salary.
2. Life insurance should be made available upon the start of employment.
3. Maximum reimbursement per year for tuition should be increased.
4. NYSDOT should develop a more extensive plan for advertising for new hires.

Salary for New Entry-Level Civil Engineer (New York DOT vs. other State DOTs and Private Firms)



Sponsors: U.S. Department of Transportation
New York Department of Transportation

Completion Date: 2002

