Understanding Your Fiscal Year 2018 Total Compensation Statement

November 2018

The University of Vermont

To increase your understanding, please have your statement in front of you as you review this presentation. All charts referenced in this PowerPoint refer to the Compensation Summary page.

The University of Vermont

University of Vermont Human Resource Services
Total Compensation Statement | 2018

The Total Compensation Statement is a tool to show the value of UVM's benefits package and to reinforce UVM's commitment to our employees. The current statement is a snapshot of most benefits employees receive while working at UVM.

If you have questions about the statement or a benefit please contact Human Resource Services at hrsinfo@uvm.edu or visit our website at www.uvm.edu/hrs.

About the Fiscal Year 2018 Compensation Statement

- All earnings and contributions paid in FY 18 (July 1, 2017-June 30, 2018).

- Must be full-time benefits eligible employee and active for all of FY 18.

- Only includes employer paid contributions to benefits and taxes.

- Includes all represented and non-represented full-time benefit eligible employees.

- Excludes Post-doctoral Fellows, UVMMC dual employees, and anyone with an unpaid leave during FY 18.

- For employees with multiple jobs, earnings and contributions are combined.

Definitions

Base Pay
Extra Pay
> **Total Fiscal Year 2018 Earnings**

Medical
Dental
Long-Term Disability
Retirement 403(b) Contributions
Retirement Health Savings Plan
FICA (OASDI & Medicare)
> **UVMs Contribution to Your Benefits**

Total Fiscal Year 2018 Compensation

Please note: The above categories will only show for what employees have enrolled in.

- **Fiscal Year –** Refers to the period July 1, 2017- June 30, 2018

- **Base Pay** – Refers to your regular earnings received during the fiscal year.

- **Extra Pay** – Any monies earned in addition to your base salary, including but not limited to, over time, on call, award, additional pay, temp etc.

- **Medical** –UVM's contribution to your medical benefits or if you received a medical waiver credit.

- **Dental** –UVM's contribution to your dental benefits.

- **Long-Term Disability –**UVM's contribution to your LTD benefit.

- **Retirement 403(b) Contributions** –UVM's contributions into your retirement account.

- **Retirement Health Savings Plan** –UVM's contributions to your retirement Health Savings Account.

- **FICA (OASDI & Medicare)** –UVM's contribution to Social Security and Medicare taxes.

Definitions Continued

Base Pay

Extra Pay

Total Fiscal Year 2018 Earnings

Medical

Dental

Long-Term Disability

Retirement 403(b) Contributions

Retirement Health Savings Plan

FICA (OASDI & Medicare)

UVMs Contribution to Your Benefits

Total Fiscal Year 2018 Compensation

Please note: The above categories will only show for what employees have enrolled in.

- **Total Fiscal Year 2018 Earnings:** Your combined base pay and extra pay earned in FY 18 (July 1, 2017 – June 30, 2018).
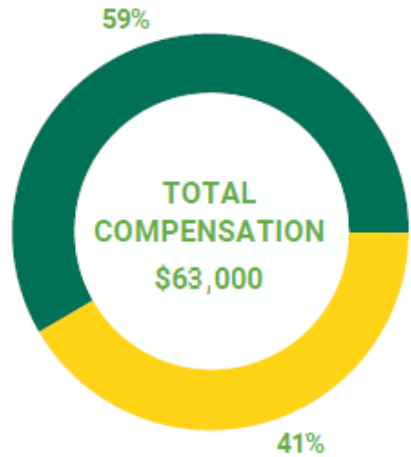
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- **UVM's Contribution to Your Benefits:** UVM's total contribution to your Medical, Dental, LTD, Retirement 403(b), Retirement Health Savings and FICA.

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- **Total Fiscal Year 2018 Compensation:** The total of your earnings and UVM's contribution to your benefits which is your true Total Compensation.

Did you know…

59%

TOTAL COMPENSATION
$63,000

41%

EARNINGS: $37,000   BENEFITS: $26,000

Did you know…

UVM's contribution to your benefits equals **41%** of your Total Compensation?

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In comparison…

Your UVM provided benefits equal **70%** of your annual salary!

This percentage is a true picture of the total value of the benefits provided to you by UVM as part of your total compensation.

To calculate:
- Take UVM's contribution to your benefits
- Divided by your FY 2018 total compensation

This percentage is a picture of the dollar value of your benefits provided to you by UVM as part of your annual regular earnings.

To calculate:
- Take UVM's contribution to your benefits
- Divided by your FY 2018 earnings

Note:

- All data and dollars represented in this statement are based on 2018 fiscal year earnings and deductions taken from financial data within PeopleSoft.

- Figures are rounded and may not be exact.

- Every effort has been made to ensure the accuracy of the contents within the statement, but it is not a guarantee of benefits or compensation.

- This statement is not a legal document. For full benefit information please refer to www.uvm.edu/hrs.