What is Total Compensation?

- Includes direct and indirect pay
- The estimated value of your pay plus benefits

**DIRECT PAY**
“YOUR PAY CHECK”:
- Salary or Hourly Rate
- Bonuses
- Other Pay

**INDIRECT PAY**
VALUE OF BENEFITS PACKAGE:
- Health Insurance
- Retirement
- Leave
- Short & Long-Term Disability
- Life Insurance
- Other Pay

Why is it important?

- Many employees don't realize the financial investment/cost JMU incurs with their benefits package
- Used as a recruitment and retention tool to show the value of JMU's benefits package
- Encourages employee participation in benefits programs if not being utilized
- Reinforces JMU's commitment to employees

Have you ever wondered about the value of your JMU compensation?

Check out the Total Compensation Estimator on the HR Website. By answering a few questions, this tool will provide an illustrated breakdown of the estimated value of the total JMU compensation package.