

# TOTAL COMPENSATION

## 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

ESTIMATED COMPENSATION RESULTS

	ESTIMATED COMPENSATION	% OF TOTAL
Salary	\$30,000.00	47.66%
<a href="#">Health Insurance</a>	\$21,624.00	34.35%
<a href="#">Retirement</a>	\$4,056.00	6.44%
Social Security	\$1,860.00	2.95%
Medicare	\$435.00	0.69%
<a href="#">Annual Leave</a>	\$1,384.62	2.20%
<a href="#">Holidays</a>	\$1,384.62	2.20%
<a href="#">Sick Leave</a>	\$923.08	1.47%
<a href="#">Family Personal Leave</a>	\$461.54	0.73%
<a href="#">Virginia Sickness &amp; Disability Program</a>	\$198.00	0.31%
<a href="#">Community Service</a>	\$230.77	0.37%
<a href="#">Group Life Insurance</a>	\$393.00	0.62%
<b>Total Annual Compensation</b>	<b>\$62,950.62</b>	<b>100%</b>

## HAVE YOU EVER WONDERED ABOUT THE VALUE OF YOUR JMU COMPENSATION?

Total Compensation Sample with \$30,000 Salary

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.



- Salary
- Health Insurance
- Retirement
- Taxes
- Leave/Holidays
- Other