

# SAMPLE TOTAL COMPENSATION STATEMENT

This sample is provided to help you better understand the different fields and line items; the figures used in this statement are not based on an actual employee.

*Only you can see your customized statement by logging in with your UW NetID.*

The screenshot shows a purple header with the University of Washington logo and the text 'UNIVERSITY of WASHINGTON HUMAN RESOURCES'. The main title is 'YOUR TOTAL COMPENSATION' with 'YOUR' highlighted in a blue box. Below it is the period 'APRIL 1, 2020 – MARCH 31, 2021', also highlighted in a blue box. A navigation bar contains 'Printer-Friendly Version' and 'Frequently Asked Questions'. The main content area includes: 'Prepared for: Harry Husky', 'Payroll Title: Registered Nurse 2', 'UW NetID: yournetid', and 'Working Title: Registered Nurse 2', with 'Working Title' highlighted in a blue box. A paragraph explains that compensation includes base salary, time off, and retirement/health care contributions. A callout line points from the 'YOUR' box to the explanatory text above. Another callout line points from the 'Working Title' box to the explanatory text below.

*This statement includes information for just this time period. If you were hired after April 1, 2020, this statement will include less than a year's pay.*

*Your working title is known in Workday as your business title and may be changed in Workday.*

This section reflects all the pay you received, regardless of type (regular, holiday, overtime, etc.). If you held at least one regular staff position with an FTE of 0.5 or greater on March 31, 2021, the statement includes earnings for all positions you held from April 1, 2020 – March 31, 2021.

If you experienced a job or classification change during the time period covered by this statement, or if you worked in more than one position, you will see a note here: "You have multiple positions contributing to this compensation statement."

▼ Compensation

**YOUR CASH COMPENSATION**

Your total cash compensation for this time period includes the 196.00 hours you used as paid time off.

	Hours	Total
<b>Base Pay</b>		
Regular Earnings	1900.00	\$76,000.00
Paid Holiday	45.00	\$1,800.00
Personal Holiday	8.00	\$320.00
Sick Time Off	79.00	\$3,160.00
Vacation Time Off	64.00	\$2,560.00
<b>Shift Differential</b>		
Night Shift	12.00	\$51.00
Night Shift Permanent	316.00	\$1,343.00

Many staff will only see the Base Pay section; some will also have an Overtime section (see next page). Healthcare workers will likely have many different earnings, as shown on this page and the next page.

Nurses, along with other healthcare workers and some other classified staff, may have a variety of earnings, such as Premium Pay or Shift Differential (previous page). This statement shows the value of these different earnings.

	Hours	Total
<b>Premium Pay</b>		
BSN Premium	1500.00	\$1,500.00
Call Back Pay	8.00	\$320.00
Certification Pay	1500.00	\$1,875.00
Certification Premium OT	100.00	\$63.00
Regular Standby	31.00	\$124.00
Weekend Premium	200.00	\$800.00
Weekend Premium OT	5.00	\$30.00
<b>Overtime</b>		
Overtime	60.00	\$4,470.00
<b>Other</b>		
Holiday Credit Payout	7.00	\$316.75
<b>Total Cash Compensation</b>		<b>\$94,732.75</b>

Your W-2 and Total Compensation Statement cover different time periods, so they will not match. The W-2 is for Jan. 1 – Dec. 31; this statement is for April 1, 2020 – March 31, 2021.

Five employer-sponsored benefits (starred below) contribute to this calculation: Basic Retirement, Medical, Dental, Life Insurance, and Long Term Disability. The “UW pays” percentage is derived from the sum of the UW contributions to those five benefits, divided by the sum of your contributions and UW’s contributions to those five benefits.

## YOUR UW EMPLOYEE BENEFITS

UW pays 78% of your employer-sponsored benefits (basic retirement, medical, dental, life and long term disability insurance).

	Your Contribution	UW Contribution
Basic Retirement - PERS 2 ★	\$4,736.64	\$9,578.00
Voluntary Retirement, VIP	\$12,000	not applicable
Voluntary Retirement, DCP	not utilized	not applicable
Medical - UMP Plus - UW CAN ★	\$780.50	\$10,348.11
Dental - Uniform Dental Plan ★	\$0.00	\$958.20
Flexible Spending Account	not utilized	not applicable
Life Insurance ★	\$66.72	\$47.49
Long Term Disability ★	\$285.54	\$25.20
Dependent Care Assistance Program	not utilized	not applicable
<b>Total Benefits</b>	<b>\$17,802.68</b>	<b>\$20,957.00</b>

This statement reflects only the name of the medical plan in which you were enrolled as of March 31, 2021. However, all premium contributions for all plans are included in the sums represented.

How much you and the UW contribute to your benefits package is based, in part, on specific benefits selections you've made.

▼ Taxes

**YOUR TAXES**

	<b>Your Contribution</b>	<b>UW Contribution</b>
Paid Family And Medical Leave	\$172.00	\$101.00
Social Security And Medicare	\$8,105.00	\$8,105.00
Federal Withholding	\$13,262.00	not applicable
Other (e.g. Worker's Comp, Out of State, etc.)	\$181.00	\$480.00
<b>Total Taxes</b>	<b>\$21,720.00</b>	<b>\$8,686.00</b>

CASH COMPENSATION + EMPLOYER PAID BENEFITS + EMPLOYER PAID TAXES =

**YOUR TOTAL COMPENSATION: \$124,375.75**

UW contributes 31%  
above  
cash compensation

Questions? email [totalcomp@uw.edu](mailto:totalcomp@uw.edu)

THANK YOU FOR CHOOSING TO WORK AT THE UNIVERSITY OF WASHINGTON

*The total compensation amount shown on your customized statement shows your earnings, the amounts paid by UW for your benefits, and the amounts paid by UW for your taxes. Together, those are the value of your total compensation.*

*This percentage is calculated by dividing the amount of Your Total Compensation (to the left) by your Total Cash Compensation (see page 3).*