

# BENEFITS STATEMENT GUIDE

Compensation Services Department

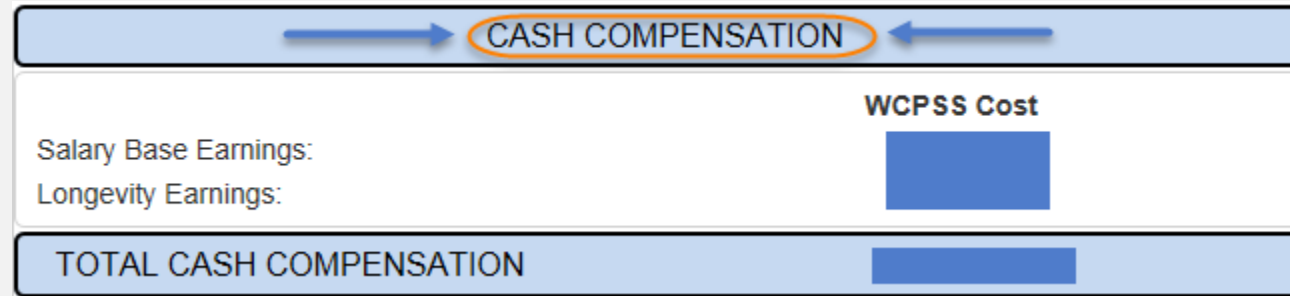
WAKE COUNTY PUBLIC SCHOOLS 3625 Dillard Drive, Cary NC 27518

919-431-7517

September 26, 2017

## Benefits Statement User Guide

**Earnings and Benefits Statement:** The Earnings and Benefits statement replaces the Wake County Pay Stub/Benefits Statement. Employees can toggle between the Earnings Statement or Benefits Statement at the top of the screen. If you have any questions please click on the Help button for additional resources.



**Cash Compensation:** This section indicates the Total Cash Compensation that Wake County Schools is paying an employee on an Annualized basis. These WCPSS include Salary and Base Earnings, Overtime, Local Supplemental Earnings, and Longevity. The sum total of these compensation types is provided at the bottom of this section. These are subject to change based on supplemental increases or decreases, assignment changes etc.

- Salary Base Earnings: This number represents the employee's base salary compensation for the calendar year.
- Local Supplement Earnings: This total represents your total local supplement earnings for the calendar year.
- Longevity Earnings: This total represents the total longevity amount you will be paid for the calendar year.

**Note:** These numbers are subject to change if there is a change in assignment, receive a raise, or an adjustment to the local supplement paid for the position.

## Benefits Statement Continued

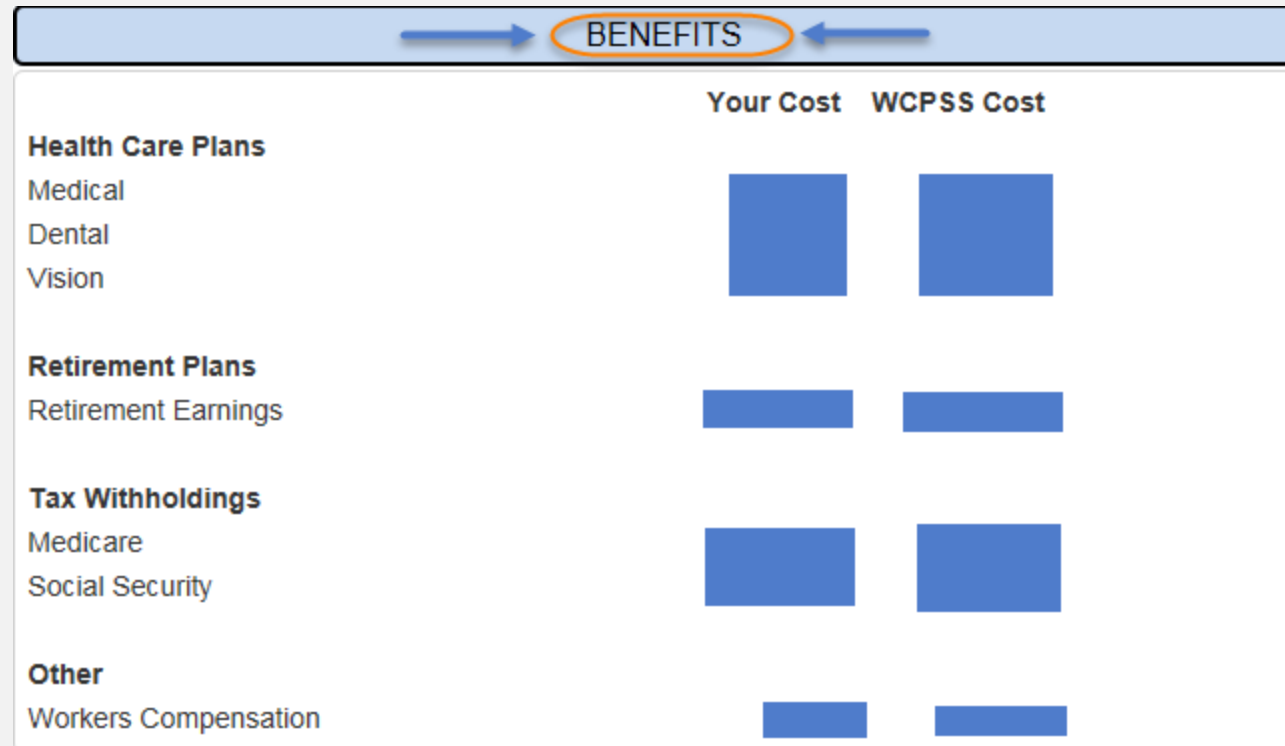
<u>Paid Time Off Allotment</u>		
<u>Paid Time Off</u>	<u>Days</u>	<u>Value</u>
Vacation		
Holiday		
Personal		
Sick		
Other		
<b><u>TOTAL:</u></b>		

**Paid Time Off Allotment:** This section provides of the amount of Annualized days an employee will earn for the given year. There is a dollar value associated with the total amount of days a person will earn for the year. If an employee were to use their total number of days during the year a total dollar amount of those days taken is calculated. Please visit our website for information regarding types of paid time off: <http://www2.wcpss.net/departments/hr/handbook/emp-handbk.pdf>. They can be found on page 81-101.

**Wow Facts:** Provided WCPSS employees with the percentage that their base earnings are allocated to their paid time off. Additionally, this provides you with the percentage that WCPSS contributes to your base earnings for your annual Benefits.

**WOW FACTS!** 16% of your base earnings are allocated towards your paid time off! Wake County Public School System contributes an additional 34% to your base earnings for your annual benefits.

## Benefits Statement Continued



**Benefits:** This section provides an overall picture of your total benefit value as an employee of Wake County Public Schools. Benefits are an important component in the total compensation value for an employee. This section displays the cost you pay for benefits on an Annualized basis. It displays the total cost to the employee as well as the WCPSS cost. You will gain a picture of the Benefit value.

- **Health Care Plans:** This category shows Health Care Plans elected on an annualized basis.
- **Retirement Plans:** This category shows the total 6% State Retirement contribution that is withheld from your eligible compensation. The WCPSS Cost is the 17.13% contribution amount that Wake County School contributes on your behalf from your total eligible compensation.
- **Tax Withholdings:** This category displays the cost to you as an employee for the Medicare and Social Security Federal Benefit.
- **Other:** This category displays benefits that are provided to you as an Employee of Wake County Public school that is a cost to school system but not to you as an employee. Workers Compensation and Disability would be listed in this category.

## Benefits Statement Continued

ELECTED BENEFITS		
	Your Cost (YTD)	WCPSS Cost
Col Acc Care POST		\$0.00
Col Cancer PRE		\$0.00
Col Disabil POST		\$0.00
Col T Life POST		\$0.00
<b>TOTAL BENEFIT VALUE</b>	<b>\$11,051.74</b>	<b>\$24,394.90</b>
<b>TOTAL COMPENSATION</b>		

**Elected Benefits:** This will display other optional benefits that have been elected by the employee. These benefits will not have a Wake County Cost associated with them.

- **Total Benefit Value:** This displays the total benefit value to the employee and Wake County Public Schools. This is the cost value associated with the benefits on an Annualized basis. Your cost (YTD) displays the total employee benefit contribution amount by totaling the Benefits + Elected Benefits cost. The WCPSS cost under total benefit value shows the total WCPSS Cost for the year that was paid on the employee's behalf by WCPSS system.
- **Total Compensation:** This displays the Total Compensation value of you the Wake County Public Schools Employee. You can add the Total Cash Compensation total + WCPSS Total Benefit Value to get the total dollar amount.