



Human Resources

TOTAL COMPENSATION STATEMENT

DEFINITIONS

Note: Not all items apply to all employees.

Base salary	This is the current annual rate of pay. It does not include “extra” pay such as overtime, shift premium, on-call, supplemental or other types of pay for which an employee may be eligible.
Longevity	Annual longevity pay amounts for permanent SPA employees are based on the length of total State service and a percentage of the employee’s annual rate of base pay on the date of eligibility. Longevity pay amounts are computed by multiplying the employee’s base pay rate by the appropriate percentage for years of service.
Holiday	The State recognizes 11 paid holidays per year.
Sick Leave	All EPA non faculty and SPA employees holding permanent, probationary, trainee, and time-limited appointments earn sick leave at a rate of 8 hours per month prorated for percentage of full time status.
Vacation	All EPA non-faculty and SPA employees holding permanent, probationary, trainee, and time-limited appointments are entitled to vacation leave. SPA employees earn vacation leave monthly based on total state service. Tier I senior academic and administrative officers earn 26 vacation days per year. All other EPA non-faculty employees earn 24 vacation days per year. Leave is prorated based on full time equivalency.
TSERS Pension Fund	For employees participating in the Teachers and State Employees Retirement System, the university currently contributes 7.44% of the employee’s annual salary to fund the retirement system.
ORP	For employees participating in the Optional Retirement Program, the university currently contributes 6.84% of the employee’s annual salary to the employee’s retirement account.
TSERS Death Benefit Fund	For employees participating in the Teachers and State Employees Retirement System, the university currently contributes .16% of the employee’s salary to provide a death benefit if the employee dies while actively employed.
Retiree Health Plan Reserve	For employees participating in the TSERS or ORP retirement systems, the university currently contributes 5.0% of the employee’s annual salary to fund the retiree health benefit. Eligibility for retiree health depends on when the employee is hired.
Disability Income Plan	For employees participating in the TSERS or ORP retirement systems, the university currently contributes .52% of the employee’s annual salary to provide a benefit if the employee becomes disabled.
SHP-PPO	For employees eligible to participate in the State Health Plan, the university contributes \$410.94 per month for each employee’s medical insurance premium.
Medicare	The university contributes 1.45% of the employee’s annual salary in Medicare taxes, also known as FICA taxes.
Social Security	The university contributes 6.2% of the employee’s annual salary up to \$106,800 in social security taxes.