

Total Compensation Statement/Estimator Frequently Asked Questions

Total Compensation Statement

1. What is the Total Compensation Statement?

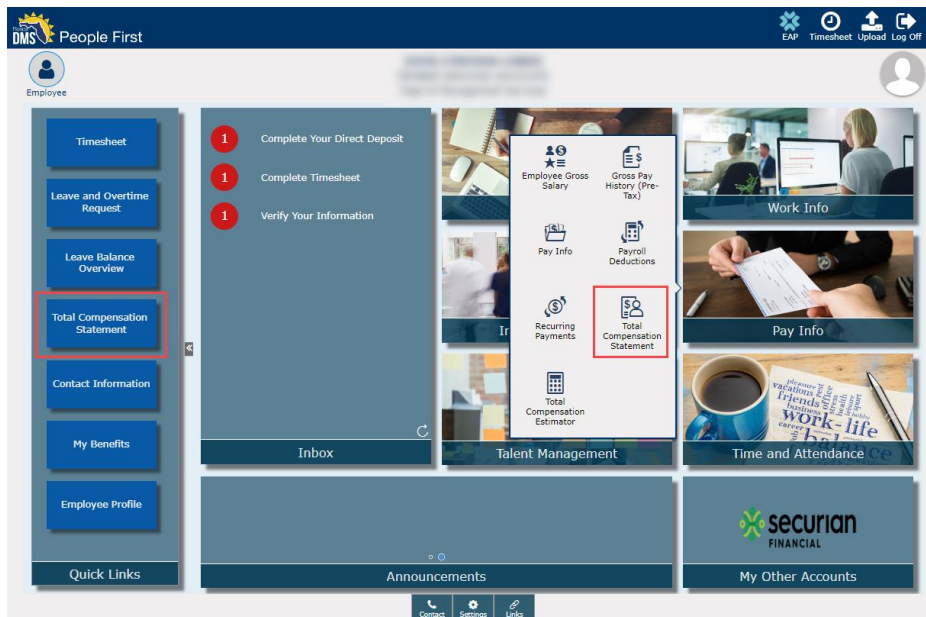
The Total Compensation Statement is a personalized overview of your current salary and benefits package, providing a comprehensive view of the monetary value of your total compensation as a State of Florida employee.

2. Who has access to the Total Compensation Statement?

The statement is available to all salaried State of Florida employees (not available for OPS employees) within the State Personnel System, the Justice Administrative Commission, State Courts System, and the Florida Lottery.

3. How can I access my Total Compensation Statement?

When logged into People First, you can access the statement from the Employee landing page by clicking the Quick Links tile or the Pay Info tile.



4. Can anyone else view my Total Compensation Statement?

No, the statement is only viewable to you, the employee.

5. Can I print or download my Total Compensation Statement?

Yes, once the statement is generated, you have the option to print and/or download.

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6. What information is provided in the Total Compensation Statement?

Page one includes:

- a. Overview section:
 - i. Pie chart to illustrate the percentage breakouts for each compensation category: Annual Salary, Insurance Benefits, Retirement, and Leave & Holidays, as well as the total Combined Annual Benefits percentage.
 - ii. Narrative that emphasizes the value of the combined annual benefits that are provided.
 - iii. A summary row that illustrates the combined annual benefits that are provided.
- b. Details section:
 - i. A separate breakout for each compensation category.
 - ii. Each compensation category includes a brief description of what is included.

Page two contains an outline of additional benefits that are available to State of Florida employees. The additional benefits section only includes items that are available statewide. Regional and agency specific items are not included.

7. What does the Annual Salary portion of the Total Compensation Statement include?

Annual Salary includes the annualized value of your current pay period (biweekly or monthly) salary. This includes base salary and if applicable any pay additives (e.g., temporary special duties, competitive area differential) and incentive payments (i.e., Criminal Justice Incentive Pay (CJIP) or Firefighters Incentive Pay (FFIP)) you receive. It does not include fringe benefit payments such as Uniform Allowance and Vehicle Insurance Allowance that you may receive.

8. What does the Insurance Benefits portion of the Total Compensation Statement include?

The Insurance Benefits portion on your statement includes the annualized cost of the employer share of premiums for health and basic life insurance, based on your current insurance enrollments. For Selected Exempt Service (SES) and Senior Management Service (SMS) employees, the benefits portion also includes the cost of the employer SES & SMS disability insurance plan. Insurance benefits are calculated based on your current health insurance enrollment and coverage level.

9. What does the Retirement portion of the Total Compensation Statement include?

The Retirement portion on your statement includes the annualized cost of the state's contribution to the State of Florida Retirement System based on your current retirement plan.

10. What does the Leave & Holidays portion on the Total Compensation Statement include?

The Leave and Holidays portion on your statement includes the annual value of your annual leave, sick leave, state holidays and your personal holiday. Amounts are calculated based on your current salary, employment status (full-time or part-time) and current leave accrual rate. The calculation does not include current leave balances and any future/prior leave payouts.

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11. How does the Total Compensation Statement relate to your paycheck?

The Total Compensation Statement is completely different from your biweekly or monthly paycheck. While your paycheck is based on a biweekly or monthly pay period, the Total Compensation Statement includes the annualized value of your current salary and benefits. In addition, the Total Compensation Statement includes items that are not included in your paycheck, such as the value of your leave and holidays, as well as other benefits offered to state employees.

12. Does the Total Compensation Statement include overtime and on-call payments you have earned or may earn in the future?

No; the statement is based on your current annual salary and does not include other payment types. For details on payments made year-to-date, employees should refer to their earnings statement provided by the Department of Financial Services.

13. Will the annual salary on my Total Compensation Statement be the same amount on my Form W-2?

No; the statement provides the value of your current salary and benefits (point in time). The Form W-2 is a compilation of all taxable payments made to you during a calendar year.

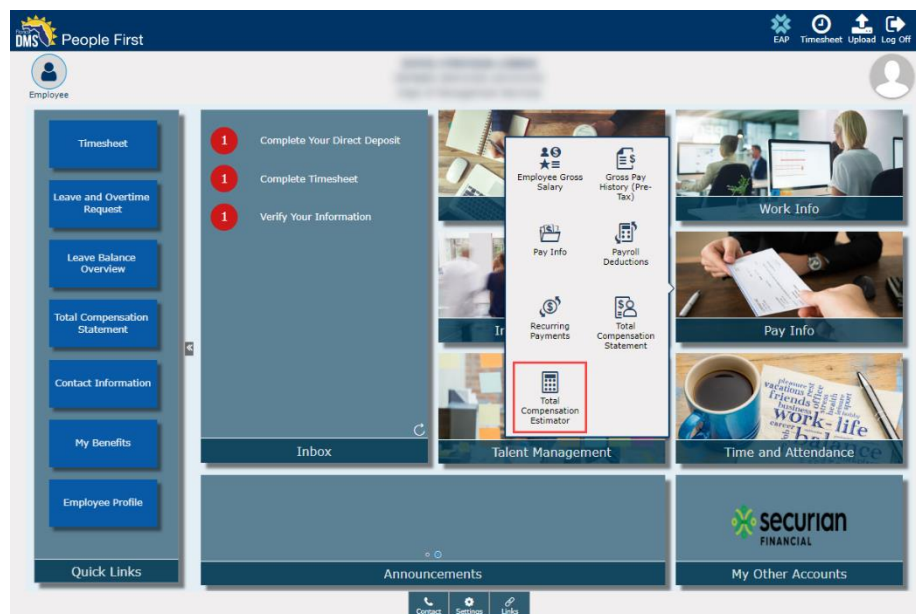
Total Compensation Estimator

1. What is the Total Compensation Estimator?

The Total Compensation Estimator allows you to create a “What If” statement that is based on a potential or hypothetical change in salary, pay plan or insurance benefits.

2. How can I access the Total Compensation Estimator?

Once you log in to People First, you can access the Total Compensation Estimator from the Employee landing page by clicking the Pay Info tile.

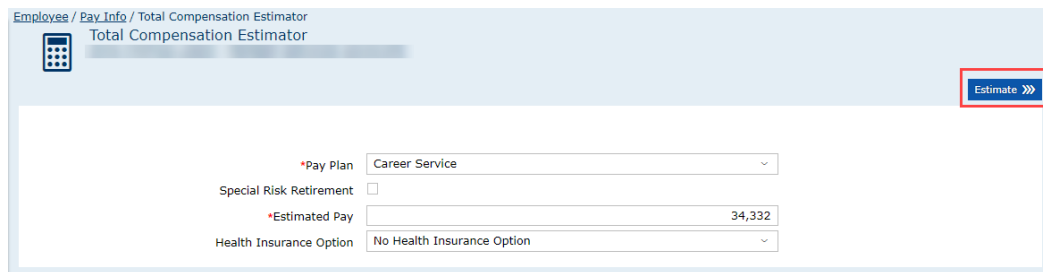


Total Compensation Statement/Estimator Frequently Asked Questions

3. How do I create a Total Compensation Estimate?

To create an estimate, complete the fields and select Estimate:

- Pay Plan – Field defaults to the current pay plan for Career Service, Selected Exempt Service or Senior Management Service employees and blank for all other employees. You can select a different pay plan from the dropdown.
- Special Risk Retirement – Field is only shown and available for selection when Career Service or Selected Exempt Service is selected in the Pay Plan dropdown. When field is selected, it is used to determine the state's contribution to the State of Florida Retirement System based on special risk designation.
- Estimated Pay – Field defaults to your current annual salary. You can enter a different annual salary amount.
- Health Insurance Option – Field defaults to “No Health Insurance Option”. You can select the level of health insurance coverage.



The screenshot shows the 'Total Compensation Estimator' form. At the top, there is a breadcrumb trail: 'Employee / Pay Info / Total Compensation Estimator'. Below this is a header bar with a calculator icon and the title 'Total Compensation Estimator'. On the right side of the header bar, there is a red-bordered button labeled 'Estimate >>>'. The main form area contains the following fields:

- *Pay Plan: A dropdown menu with 'Career Service' selected.
- Special Risk Retirement: A checkbox that is currently unchecked.
- *Estimated Pay: A text input field containing the value '34,332'.
- Health Insurance Option: A dropdown menu with 'No Health Insurance Option' selected.

4. Can I print or download my Total Compensation Estimate?

Yes, once the estimate is generated, you have the option to print or download.

5. Who has access to the Total Compensation Estimator?

The estimate is available to all salaried State of Florida employees (not available for OPS employees) within the State Personnel System, the Justice Administrative Commission, State Courts System, and the Florida Lottery.

6. What information is provided in the estimate?

The estimate includes the same information that is included in the Total Compensation Statement but is based on the selections you entered rather than your current salary and benefits.