

**Human Resources Department – 2021 Total Compensation Statements**  
Summary Description Sheet (September 24, 2021)

Please note the following:

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1. **Base annual salary** is the contractual base salary and does not include overtime, shift differential pay, uniform allowances, etc.
2. **Direct Pay** represents actual earnings for the period shown on the statement and includes earned salary; and if applicable, other types of pay, e.g., shift differential, overtime.
3. **Other pay** includes bonus pay.
4. **Indirect Pay** amount is based on the total employer cost shown under the Value of Your Benefits section.
5. **Eligible benefits** include annual vacation unless otherwise stated, holidays and float holidays and other available benefits, if eligible.
6. **The Annual Value of Your Benefits** includes the health care costs for the applicable medical/prescription drug and dental plans based on the Premium Percentage calculation.

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1. **Health Care Plans** includes the health plan coverage as of June 30, 2020 and does not reflect any applicable health plan changes that went into effect in July 2020.
2. **Premium Option Plan.** Automatically provides before-tax health plan premiums. Employees can opt to have such premiums withheld on an after-tax basis.
3. **Mandatory Pension Plan/Life /Disability Insurance.** For Public Employees' Retirement System (PERS) members, the employee pension cost may be higher than shown for the employee cost on page one under PERS. This is because the member is also participating in the PERS contributory life insurance plan.

The State is responsible for employer contributions to the retirement system.

PERS members can obtain retirement estimates by logging into the Division of Pensions and Benefits' [Member Benefits Online System](#) (MBOS).

4. **NJ State Disability Benefits.** An employee may be eligible to receive up to \$667 per week for up to 26 weeks from the NJ State Temporary Disability Plan.
5. **Voluntary Tax Sheltered Plans.** We identified which plans listed below that an employee is a participant.

Tax Sheltered Plan  
Tax \$ave Program  
Commuter Tax\$ave Program

6. **General.** The payroll data is as of June 30, 2021. Eligible employees must be on the payroll as of June 14, 2021.
7. **Personal Information.** Covers employee ID, birth and hire date.

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