

Total Compensation Summary Definition

A personalized “Total Compensation Summary by Calendar Year” is available from the Kyou Portal (staff.ku.edu) under the MyEmployeeInfo tab for currently employed, benefits eligible (i.e. 50% or more on a “regular” position) faculty and staff who were paid during the past calendar year. It outlines the compensation value not only of salary but also of various employer paid benefits provided to faculty and staff.

Faculty and staff who participate in the Board of Regents mandatory retirement program, the Voluntary Tax Sheltered Annuity program, or the Deferred Compensation program will receive a special notice on the second page to alert these employees of their responsibility to ensure that retirement contribution limitations at KU are not exceeded when combined with certain other employers’ retirement programs.

The Total Compensation Summary does not replace W-2 forms or other income tax related information and is not intended for use in tax preparation. The Total Compensation Summary includes direct and indirect compensation, including pretax compensation that is not included on the W-2.

The Department of Human Resources and Equal Opportunity will provide this statement annually, pursuant to K.S.A. 75-5550. If you have any questions regarding the summary, please feel free to contact HR/EO, 864-4946, hrdept@ku.edu.

Gross Annual Salary – The amount of income paid during the calendar year which may include pay for earnings such as: regular pay, sick and vacation leave, discretionary day, holiday, longevity, compensatory time.

Employer Paid Costs: (Please see www.payroll.ku.edu/employer_payroll_info/fringe_benefit_rates.aspx for employer fringe rates.)

Insurance

- Health and Prescription Drug Insurance – medical insurance with prescription drug coverage, selected by the employee.
- Dental Insurance – dental insurance selected by the employee.
- Death and Disability Insurance – funding for benefits provided in the event of death or long-term disability.

Retirement (Employer contribution rates are established by the legislature.)

- KPERs Retirement – the Kansas Public Employees Retirement System 401(a) defined benefit plan.
- Board of Regents Retirement – Kansas Board of Regents 403(b) defined contribution plan.

Other

- Health Savings Account – employer contribution for those enrolled in a qualified high deductible health plan.
- State Leave Assessment Fund – required employer fringe to fund sick and vacation leave payouts for retirement eligible faculty and staff.
- KU Leave Assessment Fund – required employer fringe to fund vacation leave payouts for non-retirement terminations of eligible faculty and staff.
- Workers’ Compensation Insurance – employer fringe to fund benefits paid for work-related injuries.
- Pre-Tax Parking – employer fringe to fund the administration of the pre-tax parking deduction.
- KAN-ELECT Administrative Fee – employer fringe to fund the administration of the Section 125 Flexible Spending Accounts (health and dependent care).

Employer Paid Taxes:

- Social Security (OASDI) – employer fringe to match the employee’s contributions to the Federal Old Age, Survivors and Disability Insurance Program.
- Medicare (FICA) – employer fringe to match the employee’s contributions to the Federal Medicare Program.
- Unemployment Insurance – employer fringe to fund benefits for qualified unemployment related cases.