

UCF Total Rewards Statement

The employees of The University of Central Florida are the keys to our success. Competitive compensation and benefit programs are vital to the recruitment and retention of all employees. When we think of compensation, we sometimes consider salaries only; whereas we should consider total rewards—such as benefit contributions that the university makes on our behalf. Since employees currently do not receive an actual earnings statement, they may not realize the full value of their total compensation, or total rewards.

The Office of Human Resources is pleased to offer a personalized Total Rewards Statement that details the total value of your salary, benefits, retirement plans and more. This statement reflects the actual earnings for the calendar year, as well as other contributions made by you and on your behalf.

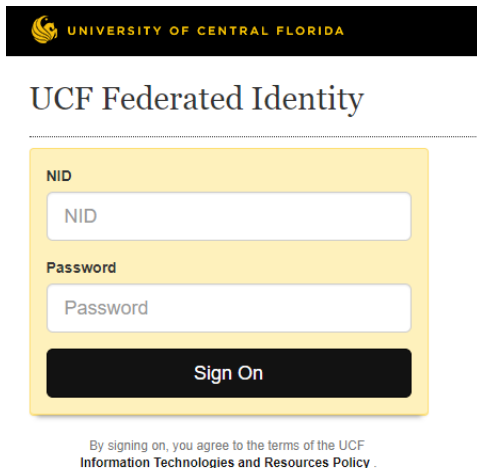
Total Rewards Statements are available to all employees of the University. To view your personalized Total Rewards Statement, log on to myUCF and follow the instructions shown below.

- myUCF: <https://my.ucf.edu/>

If you have questions about your Total Rewards Statements, please contact Human Resources at hris@ucf.edu.

How to Access & Print Your Total Rewards Statement

1. Log on to myUCF using your NID and Password, and complete the multifactor authentication (if applicable).



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UCF Federated Identity

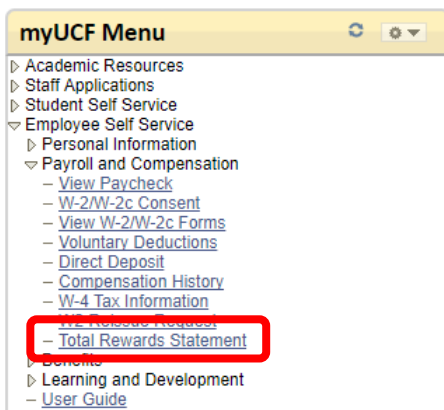
NID

Password

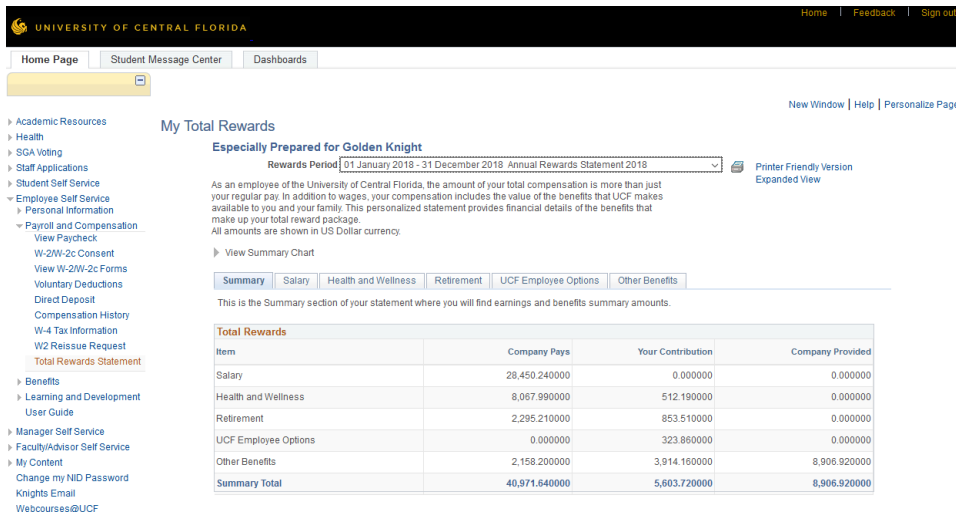
Sign On

By signing on, you agree to the terms of the UCF Information Technologies and Resources Policy.

2. Navigate to the Total Rewards Statement Link via the Payroll and Compensation Menu in Employee Self Service.



3. Your Total Rewards Summary Page will populate.



My Total Rewards
Especially Prepared for Golden Knight
Rewards Period: 01 January 2018 - 31 December 2018 Annual Rewards Statement 2018

As an employee of the University of Central Florida, the amount of your total compensation is more than just your regular pay. In addition to wages, your compensation includes the value of the benefits that UCF makes available to you and your family. This personalized statement provides financial details of the benefits that make up your total reward package. All amounts are shown in US Dollar currency.

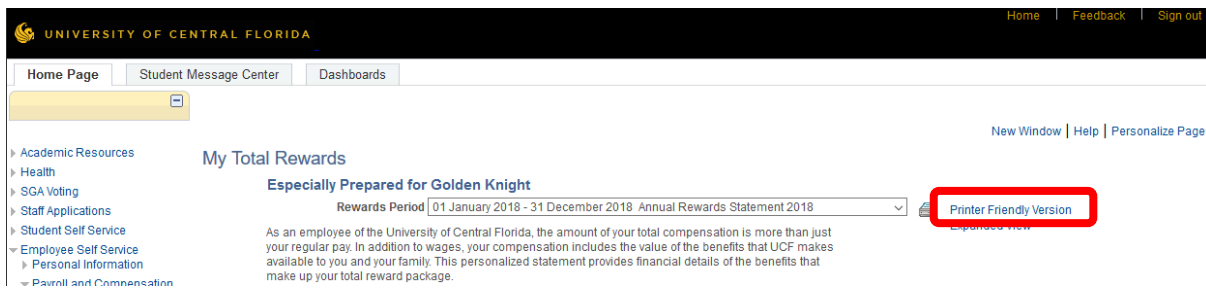
View Summary Chart

Summary | Salary | Health and Wellness | Retirement | UCF Employee Options | Other Benefits

This is the Summary section of your statement where you will find earnings and benefits summary amounts.

Total Rewards			
Item	Company Pays	Your Contribution	Company Provided
Salary	28,450.240000	0.000000	0.000000
Health and Wellness	8,067.990000	512.190000	0.000000
Retirement	2,295.210000	853.510000	0.000000
UCF Employee Options	0.000000	323.860000	0.000000
Other Benefits	2,158.200000	3,914.160000	8,906.920000
Summary Total	40,971.640000	5,603.720000	8,906.920000

4. Click the Printer Friendly Version link to generate a Rewards Statement that can be printed or saved to a PDF.



My Total Rewards
Especially Prepared for Golden Knight
Rewards Period: 01 January 2018 - 31 December 2018 Annual Rewards Statement 2018

Printer Friendly Version



UNIVERSITY OF CENTRAL FLORIDA

My Total Rewards

Especially Prepared for Golden Knight

Rewards Period: 01 January 2018 - 31 December 2018 / Annual Rewards Statement 2018

As an employee of the University of Central Florida, the amount of your total compensation is more than just your regular pay. In addition to wages, your compensation includes the value of the benefits that UCF makes available to you and your family. This personalized statement provides financial details of the benefits that make up your total reward package.

Summary

This is the Summary section of your statement where you will find earnings and benefits summary amounts.

Total Rewards

Item	Company Pays	Your Contribution	Company Provided
Salary	28,450.24	0.00	0.00
Health and Wellness	8,067.99	512.19	0.00
Retirement	2,295.21	853.51	0.00
UCF Employee Options	0.00	323.86	0.00
Other Benefits	2,158.20	3,914.16	8,906.92
Summary Total	40,971.64	5,603.72	8,906.92

Salary

In this Salary section of your Total Rewards statement, you'll find all of your cash earnings including bonuses and other supplemental earnings.

Note: The printer friendly version will pop up in a new window. If you are unable to view it, please review your pop up blocker settings.

Navigating Your Total Rewards Statement

If you received pay for more than one job with multiple employment records in 2018, you will have a rewards statement for each job. Navigate between statements with the drop down field for Rewards Period.

Rewards Period

Click the Expanded View link to view all rewards categories on one page.

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My Total Rewards

Especially Prepared for Golden Knight

Rewards Period

Printer Friendly Version Expanded View

As an employee of the University of Central Florida, the amount of your total compensation is more than just your regular pay. In addition to wages, your compensation includes the value of the benefits that UCF makes available to you and your family. This personalized statement provides financial details of the benefits that make up your total reward package.

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My Total Rewards

Especially Prepared for Golden Knight

Rewards Period

Printer Friendly Version Tabbed View

As an employee of the University of Central Florida, the amount of your total compensation is more than just your regular pay. In addition to wages, your compensation includes the value of the benefits that UCF makes available to you and your family. This personalized statement provides financial details of the benefits that make up your total reward package. All amounts are shown in US Dollar currency.

View Summary Chart

Summary

This is the Summary section of your statement where you will find earnings and benefits summary amounts.

Total Rewards			
Item	Company Pays	Your Contribution	Company Provided
Salary	28,450.240000	0.000000	0.000000
Health and Wellness	8,067.990000	512.190000	0.000000
Retirement	2,295.210000	853.510000	0.000000
UCF Employee Options	0.000000	323.860000	0.000000
Other Benefits	2,158.200000	3,914.160000	8,906.920000
Summary Total	40,971.640000	5,603.720000	8,906.920000

Salary

In this Salary section of your Total Rewards statement, you'll find all of your cash earnings including bonuses and other supplemental earnings.

Total Rewards			
Item	Company Pays	Your Contribution	Company Provided
Regular Salary	28,163.680000	0.000000	0.000000
Supplemental Salary	286.560000	0.000000	0.000000
Salary Rewards Total	28,450.240000	0.000000	0.000000

Health and Wellness

In this Health and Wellness section of your Total Rewards statement, you'll find all of your and your employer's contributions to your medical and life benefits.

Click the Reward Item Name to see an itemized list of all payments and deductions that make up the totals.

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Reward Item Details

Life Insurance				
Pay Check Date	Benefit Plan Description	Deduction Description	Employee Paid	Employer Paid
12/21/2018	State Life Insurance Pretax	State Life Pretax Contribution	0.000000	1.790000
10/26/2018	State Life Insurance Pretax	State Life Pretax Contribution	0.000000	1.790000
10/12/2018	State Life Insurance Pretax	State Life Pretax Contribution	0.000000	1.790000
09/28/2018	State Life Insurance Pretax	State Life Pretax Contribution	0.000000	1.790000
09/14/2018	State Life Insurance Pretax	State Life Pretax Contribution	0.000000	1.790000
08/17/2018	State Life Insurance Pretax	State Life Pretax Contribution	0.000000	1.790000
08/03/2018	State Life Insurance Pretax	State Life Pretax Contribution	0.000000	1.790000
07/20/2018	State Life Insurance Pretax	State Life Pretax Contribution	0.000000	1.790000
07/06/2018	State Life Insurance Pretax	State Life Pretax Contribution	0.000000	1.790000
06/22/2018	State Life Insurance Pretax	State Life Pretax Contribution	0.000000	1.790000
06/08/2018	State Life Insurance Pretax	State Life Pretax Contribution	0.000000	1.790000
05/25/2018	State Life Insurance Pretax	State Life Pretax Contribution	0.000000	1.790000

Return



Understanding your Total Rewards Statement

Your Total Rewards Statement is issued for a fixed period of time. The Annual Rewards Statement covers pay checks issued between January 1 and December 31 of the calendar year. For example, for 2018, the statement is compiled from paychecks dated 1/05/2018 through 12/21/2018.

Your Total Rewards Statement is divided up into the following categories:

- Salary
- Health and Wellness
- Retirement
- UCF Employee Options
- Other Benefits

When reviewing each category, clicking the item description link will allow you to see each row that makes up the totals on the summary, which you can match to your paycheck for the same date.

UCF Payroll Services Office of Human Resources, 3280 Progress Drive Ste 100 Orlando, FL 32826-3229	Pay Group: Pay Begin Date: 09/22/2017 Pay End Date: 10/05/2017	Advice Date: 10/13/2017			
	Employee ID: Department: Location: Job Title: Pay Rate:				
HOURS AND EARNINGS					
Description	Rate	Current Hours	Earnings	YTD Hours	YTD Earnings
Regular			2,076.34		
Retroactive Payment			278.55		



Reward Item Details

Regular Salary		
Pay Check Date	Earnings Description	Earnings Amount
10/13/2017	Regular	2,076.340000 ▲
10/13/2017	Retroactive Payment	278.550000

Salary

Your salary consists of payments made to you as a part of your employment at UCF. Your salary is further broken down into the following subcategories:

- Regular Salary: Includes earnings such as Dual Compensation, NRA Studying/Training Wages, Regular Earnings, and Retroactive Payments. This includes salary for hours worked as well as leave time used and holidays.
- Supplemental Salary: Includes earnings such as On Call, Bonus, Criminal Justice Incentive Pay, and Overtime.
- Reimbursements and Allowances: Includes payments such as Uniform/Tool Allowances and Wireless Service Plans.
- Leave Payouts: Includes any leave accruals paid out during the year, including Annual Leave, Sick Leave, Overtime Compensation and Special Compensation.

View Summary Chart

Summary Salary Health and Wellness Retirement Other Benefits

In this Salary section of your Total Rewards statement, you'll find all of your cash earnings including success sharing cash bonuses.

Cash Rewards			
Item	Company Pays	Your Contribution	Company Provided
Regular Salary	26,944.960000	0.000000	0.000000
Supplemental Salary	11,645.870000	0.000000	0.000000
Reimbursements and Allowances	275.000000	0.000000	0.000000
Leave Payouts	785.440000	0.000000	0.000000
Salary Rewards Total	39,651.270000	0.000000	0.000000

Health and Wellness

The State of Florida offers a comprehensive insurance benefits package through the State Group Insurance Program as part of your total compensation package. The program allows you to choose benefit plans that best suit your individual needs. Your health and wellness summary includes payments made by you and UCF through payroll deductions for these and other plans available to you.

Your health and wellness benefits are further broken down into the following subcategories:

- Health Insurance: Includes employee and employer contributions for employee-elected PPO and HMO plans.
- Dental Insurance: Includes employee premium payments for employee-elected dental plans.
- Vision Insurance: Includes employee premium payments for employee-elected vision plans.
- Flexible Spending Accounts: Includes employee and employer contributions to elected tax-advantaged accounts such as Health Savings accounts and Dependent Care Reimbursement accounts.
- Disability Insurance: Includes employee and employer premium payments for disability insurance, including Short Term and Long Term Disability, and the Executive Service Disability Plan
- Life Insurance: Includes employee and employer premium payments for life insurance policies.
- Supplemental Insurance: Includes employee deductions for other supplemental insurances such as accident, cancer, and hospitalization.

For additional information about the State Group Insurance benefits available to you, please visit <https://www.mybenefits.myflorida.com>.

To review the additional benefits offered by the GABOR agency, please visit <http://www.gaboragency.com/schools/university-central-florida>.

To see the benefits you have elected for the 2018 Plan Year, navigate to the Benefits Summary link on the Benefits menu of Employee Self Service.

Retirement

Planning for your retirement is an important part of your financial future, and UCF has a variety of retirement benefits available to our employees. Your retirement summary consists of contributions made by you and on your behalf. Your retirement is further broken down into the following subcategories:

- Mandatory Retirement: Includes employee and employer payroll deductions remitted to the Florida Retirement System, the State University System Optional Retirement Program and the FICA Alternative Plan.
- Voluntary Retirement: Includes employee payroll deductions remitted to employee-elected retirement plans, including 403(b) and 457 plans.

To see your current retirement plans, navigate to the Benefits Summary link on the Benefits menu of Employee Self Service.

To learn more about the plans available to you as an employee of UCF, please visit <http://hr.ucf.edu/current-employees/retirement/>.

UCF Employee Options

As an employee of the University of Central Florida, you have additional benefits available to you. These employee benefits are deducted from your paycheck on a pre-tax or post-tax basis.

Your UCF Employee Options are further broken down into the following subcategories:

- UCF Athletics: UCF Athletics - Season Tickets
- Charitable Donations: Golden Knights Club, Heart of Florida United Way, and UCF Foundation.
- Dependent Education: Florida Pre-paid Tuition
- Gym Membership: UCF Health and Fitness
- Meal Plan: Meal Plan Deduction
- Parking Benefit: Parking Permit
- Technology Purchases: Technology Product Center
- Union Dues: United Faculty of Florida, AFSCME and Police Benevolent Association

For additional information on these benefits and more, please visit <http://hr.ucf.edu/current-employees/benefits/additional-employee-benefits/>

Other Benefits

These are other benefits provided to you as an employee of the University of Central Florida. Your UCF Other Benefits Options are further broken down into the following subcategories:

- Accrued Leave: Displays an estimated value of your personal accrued leave balances at the end of the period. For the 2018 calendar year, the accrual value reflects your balances as of 12/31/2018. Please note that this amount is not a representation of a leave payout.
- Noncash Benefits: Includes the value of taxable benefits provided to an employee as a part of their employment, including Vehicle Fringe Benefits, Memberships, and Athletic Tickets.
- Tuition Waiver: Includes the benefits utilized under the Tuition Waiver Benefit Program.
- Taxes Paid: Includes taxes paid by the employee and the employer.

For additional information regarding your accrued leave, including eligibility, accrual rates, maximum balances, and payouts, please visit <http://hr.ucf.edu/current-employees/leave-and-general-attendance-information/>.

For additional information regarding the Tuition Waiver Benefit Program, please visit <http://hr.ucf.edu/current-employees/tuition-waiver-program/>.

For additional information regarding Federal Tax Guidelines, please visit <http://hr.ucf.edu/current-employees/pay-practices-information/federal-tax-guidelines/>.