

FROM: Dick Cannon, Vice President for Finance and Administration
TO: PAT Staff, Operating Staff, Extension Educators
SUBJECT: Total Compensation Package
DATE: Wed 4/2/2008 8:00 AM

Dear Colleagues,

Since I last wrote to you, some staffers have asked that I elaborate on one key component of being "an employer of choice": competitive salaries and benefits. I can best illustrate this by giving you a sense of an employee's total compensation package because, as you know, a UNH employee's salary is only part of his or her total compensation. Benefits are also an important and significant component of total compensation. Listed below are links to four different total compensation packages so that you may see the total value of positions which earn, in base salary dollars: \$20,369; \$30,175; \$39,000; and \$50,560. Total compensation will vary by individual based on their salary, tax withholding and benefit elections.

UNH makes every effort to pay attention to competitive pay, benefits and working environment. While we acknowledge - as every employer in the U.S. must - escalating health insurance costs and benefits premiums, the administration continuously re-evaluate ways to keep costs down, maximize our benefits, and preserve the comprehensiveness of our offerings.

James: Operating Staff, 37.5 hours/week employee earning \$20,368.80 - click here:

www.unh.edu/hr/pdfs/20K-OS-Total-Compensation-Statement.pdf

Margaret: Operating Staff, 40 hours/week employee earning \$30,175 - click here:

www.unh.edu/hr/pdfs/30K-OS-Total-Compensation-Statement.pdf

Jane: PAT Staff, 40 hours/week employee earning \$39,000 - click here:

www.unh.edu/hr/pdfs/40K-PAT-Total-Compensation-Statement.pdf

John: PAT Staff, 40 hours/week employee earning \$50,560 - click here:

www.unh.edu/hr/pdfs/50K-PAT-Total-Compensation-Statement.pdf