

## Total Compensation

The State of Kansas, as your employer, prepares a *Total Compensation Statement* for each benefits eligible employee. The statement shows direct compensation paid to you and indirect compensation paid on your behalf in 2009 (paycheck issue dates 1/9/2009- 12/24/2009). The statement does not replace W-2 forms or other income tax related information and is not intended for use in tax preparation.

Listed below are some of the various types of pay and employer contributions that may be included in the amounts shown on the statement. The list does not include all of the possible types and is not specific to your personalized statement.

## Direct Compensation

**Regular Hours** may include:  
Regular Earnings, Retroactive Pay, Board Members Pay, Workers Compensation

**Overtime Hours** may include:  
Overtime Earnings, Call Back Pay - Overtime, Overtime Differential Pay, IT Critical Project Bonus OT Earns

**Shift Differential** may include:  
Various Pay Shift options, Various Pay Differential options, Standby Hours

**Bonus Pay** may include:  
Longevity Bonus, Suggestion Award, Innovation Award, IT Signing Bonus, IT Mission Critical Project Bonus,

**Holidays** may include:  
Discretionary Day, Holiday Pay, Holiday Credit, Holiday Premium Pay

**Vacation Leave Taken** may include:  
Vacation Leave, Vacation Leave Payout, Worker Compensation Vacation Leave

**Sick Leave Taken** may include:  
Sick Leave, Worker Compensation Sick Leave

**Other Leave Taken** may include:  
Funeral Leave, Military Duty, Shared Leave, Disaster Leave, Administrative Leave, Comp Time Taken, Daylight Saving Time

**Other Pay** may include:  
Contractual Pay, Call Back Pay, Emergency Pay, Comp Time Payout, Pay Rate Adjustment, Leave Advancement

## Indirect Compensation - Employer Contributions

<p><b>Benefits</b> contributions may include:</p> <ul style="list-style-type: none"><li>Medical Insurance</li><li>Prescription Drug Insurance</li><li>Dental Insurance</li><li>Group Life Insurance</li><li>Accidental Death Benefits</li></ul> <p><b>Tax</b> Contributions may include:</p> <ul style="list-style-type: none"><li>OASDI/Disability</li><li>FICA (Medicare)</li><li>Worker Compensation Insurance</li><li>Unemployment Insurance</li></ul>	<p><b>Retirement</b> contributions may include:</p> <ul style="list-style-type: none"><li>KPERS Regular</li><li>KPERS Corrections Officers</li><li>KPERS Judges</li><li>KPERS Legislators</li><li>KPERS Police and Fire</li><li>Tax Sheltered Annuity</li></ul>
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Please contact your agency human resources office if you have any questions concerning your statement.