

TOTAL COMPENSATION FAQs

Q: How do I access my Total Compensation Statement?

A: *Open the Idaho State Controller's website at www.sco.idaho.gov and click the logon icon; enter your user name, agency and password and click on logon. Scroll down to the bottom of the page and click on the "Admin – Comp & Benefits Statement" link. This will generate your personal Total Compensation Statement.*

Q: When I click on the "Admin – Comp & Benefits Statement" link, why do I get a message instead of a Total Compensation Statement?

A: *If you received a message, either you have a daily rate of pay or you are not paid through the Idaho State Controller's payroll system. Statements are not available for employees in these categories.*

Q: What is the purpose of a Total Compensation Statement?

A: *Each year the State of Idaho makes significant contributions toward your personal benefits which are an important component of your total compensation. This statement outlines the benefits provided, as well as the cost of those benefits.*

Q: Why is my hourly rate of pay different compared to my pay stub?

A: *The hourly rate represents your actual rate of pay; if you have a temporary merit increase or prorated salary rate override in effect, it will not show up on your Total Compensation Statement.*

Q: How is my annual salary "estimated"?

A: *For full-time hourly employees, the annual salary is the product of multiplying your hourly rate of pay times 2,080 hours (40 hours per week times 52 weeks in the year). That does not include any overtime hours you may have been paid or any leave without pay. Part-time employees' calculation includes the percent of the year worked and number of hours per pay period you are expected to work listed on your personnel record. (Hourly rate X 2,080 X percent of year X pay period hours / 80 hours.)*

Q: Why does my statement have zeroes for medical and dental insurance?

A: *You are not eligible to participate in the group insurance plans.*

Q: Are the hours of Vacation and Sick leave reflected on the benefits statement my current balances?

A: *No. The amount reflected on the statement is an estimate of the amount of leave you accrue annually. Your pay stub reflects the actual sick leave and vacation leave balances.*

Q: Why does my statement show no amounts under Paid Holiday?

A: *Idaho Code 59-1603 requires eligibility and participation in retirement to be eligible for sick and vacation accrual, and holiday leave pay.*

Q: Why does this statement not include Voluntary Term Life Benefits?

A: *The state does not contribute to this voluntary benefit.*

Q: Why does this statement not include the amounts I contribute?

A: *The Total Compensation Statement is designed to represent the amounts paid by the State of Idaho on your behalf. If you want to know what you have contributed, you can find that information on your pay stub.*

Q: What makes up the “Total State Paid Benefits” number?

A: *This is the sum of the medical, dental, basic life, retirement, FICA & Medicare, unemployment and workers compensation amounts paid by the State of Idaho.*

Q: Why are the amounts under leave accruals not included in the “Total State Paid Benefits”?

A: *Leave accruals are paid to employees as they are used so these amounts are included in your estimated annual salary.*

Q: How up to date is the information?

A: *There is a one day lag period; statements viewed today represent information from the previous day since information is updated nightly. This information is also dependent on the timeliness of personnel and payroll changes processed by your agency.*