What is a Total Compensation Statement?
The Total Compensation Statement is a snapshot from a point in time that illustrates the overall value of your compensation and benefits programs.

What information will it include?
Your statement includes information that’s specific to you. It lists your base salary and the amount that MaineHealth pays for your health insurance, your dental coverage and your other benefits like life insurance, disability insurance and retirement. It also includes a listing of your employee paid benefits as well as your contributions to your 403(b) retirement plan. These figures are based on your elections as of March 31, 2019 and projected forward to represent an estimate of your full year’s cost.

Who receives a Total Compensation Statement?
Benefit-eligible employees who were working on March 31, 2019 and are still actively working in a benefit-eligible position will receive a statement.

When and how will I receive my statement?
It will be mailed mid-July to your home.

Why do I receive a Total Compensation Statement?
Our approach to compensation and benefits stresses fairness, consistency and competitiveness in order to provide a comprehensive total compensation package. To support this approach, we distribute individual statements to inform and raise awareness of the overall value of your compensation and benefits.

Why are benefits included in the Total Compensation Statement?
Benefits represent a significant portion of an employee’s total compensation. On average our employer-paid benefits represent 25 percent of total compensation. Our benefit programs are designed to provide a comprehensive array of options that are competitive and affordable with choices that meet individual but ever-changing needs.

Who do I contact if I have questions about my statement?
Please start with your supervisor and if you still have questions, contact the HR Solution Center at 207-661-4000.