



IMPORTANT EMPLOYEE INFORMATION

Understanding Your Total Compensation With the City

January 26, 2022

To: All Employees

Total Compensation and Rewards Statements for 2021 are now available in e-CHRIS. The City rolled out these statements last year, as a resource for employees to better understand the **total value** of their employment with the city.

Total Compensation is different than take home pay because it includes both money that is paid directly to the employee and contributions the City makes on the employee's behalf to provide additional benefits and retirement contributions.

Each statement is customized to the employee and breaks down **direct compensation** (base pay) and **indirect compensation** (employer contributions to health benefits, tuition reimbursement, and retirement benefits, etc.), which are all factored into the **total value** of the employee's annual compensation.

To access your 2021 Total Compensation and Rewards Statement, follow these simple steps:

- Using your EID number, log into e-CHRIS
- Once in your account, locate the tile called "Total Rewards" on the landing page
- Select the "Total Rewards" tab to access your statement
- The statement can be viewed by category, such as compensation or retirement, or you can select the "printer view" option in the upper right corner to see a complete overview of your total compensation and rewards

For question related to Total Rewards Compensation Statements, please contact the Human Resources Connection Center at (602) 495-5700 or hrc@phoenix.gov. Thank you.

THIS MESSAGE HAS BEEN SENT TO ALL CITY OF PHOENIX E-MAIL USERS.

DO NOT REPLY TO THIS MESSAGE.
