

University System of New Hampshire Total Rewards Objectives

**Approved by USNH Board of
Trustees on February 17, 2011**

The University System of New Hampshire (USNH) Total Rewards program includes total compensation, benefits, work environment and learning and development opportunity.

In order to support the mission, vision, and values of USNH and its component institutions, Total Rewards objectives are as follows:

Talent Attraction and Retention

- The combination of USNH Total Rewards positions USNH as an employer of choice for highly qualified, engaged, and motivated employees.
- Rewards reflect USNH commitment to supporting diverse workforce needs.
- Total compensation and benefits are important for recruitment and retention of engaged and motivated talent, but should be neutral to an individual's decision to join or stay.
- Learning, development and work environment serve as employer of choice differentiators, for example initiatives which support employee physical and financial health and well being.

Competitive Positioning

- Total compensation will be generally positioned at median. Direct salary level is based on relevant labor markets by job category (Faculty, Salaried and Hourly) for salary.
 - Faculty: predominantly national public colleges and universities with some weighting for regional emphasis.
 - Salaried: predominantly national with some professions using regional weighting.
 - Hourly: predominantly local with some state and regional weighting.
- For benefits, plan design position will be generally at market median and cost of benefits will be at or below market median. Benefits are expected to be delivered as a single system wide program.
- Competitive positioning for overall total rewards will be assessed rigorously and routinely.

Performance Orientation

- The Total Rewards program aspires to support and reinforce a performance-based culture.
- Individuals rewarded for behaviors consistent with mission, vision and values.
- All employees have a responsibility to continuously improve their performance. Managers are responsible for setting goals, measuring performance against objectives, and taking appropriate follow-up action.

Fiscal Responsibility

- Cost of rewards reflects the need to maintain cost of attendance at levels that provide affordable access to New Hampshire students.
- Rewards budgets aligned with overall annual and long-term USNH budgets.
- Employees expected to share in program costs and take responsibility for planning for their current and future needs.
- USNH strives to keep employee share of reward costs affordable for program participants.

Administration and Communication

- Total Rewards communication should be ongoing, personalized and reflect the value of USNH investment in reward programs.
- USNH will provide tools and resources to help individuals with their shared responsibility.
- Programs will be administered efficiently, reflecting both cost effectiveness and quality.
- Communications and program design and administration drive perceived value equal to or exceeding actual program costs.

Note that it is the intention of USNH that the above Total Rewards objectives apply to all employees. Where USNH is engaged in collective bargaining, determination and agreement about specific reward components may be subject to legal requirements of the N.H. Public Employee Labor Relations Act.