

EMPLOYMENT COMPENSATION

Comparing Job Offers and Total Compensation

Detailed practice, calculation, decision-making, and assessment

GRADES 9-12	TIME 2 x 42 min	GROUPING I / pairs / whole	PRODUCT Brief
YOUR CHALLENGE Calculate pay and work-related costs, compare benefits and schedules, and recommend one of two fictional job offers.			

A Job Offer Is More Than the Advertised Wage

A higher wage does not automatically create the stronger offer. Compare gross pay, work-related costs, benefits, schedule, growth opportunities, and the rules that determine whether benefits are available.

Term	Student-friendly meaning
Gross pay	Pay before taxes and other deductions.
Net pay	Amount remaining after deductions.
Benefit	Non-wage part of compensation, such as paid leave or insurance.
Employer match	Employer contribution based on stated plan rules.
Premium	Amount paid for insurance coverage.
Total compensation	Wages plus employer-provided benefits and other compensation.
CLASSROOM USE All people, employers, figures, brackets, and documents in this packet are fictional. Never place a real Social Security number, employer ID, bank number, or tax document in classroom work.	

Part 1 - Calculate Annual and Monthly Pay

Compare two fictional full-time offers using 40 hours per week and 52 weeks per year.

Measure	Offer A	Offer B
Hourly wage	\$22.50	\$24.00
Annual base pay		
Monthly base pay		
Annual difference		

Show each equation. These are gross-pay estimates before deductions.

Part 2 - Estimate Work-Related Costs

Offer A requires a 12-mile round trip and \$7 parking per day. Offer B requires a 34-mile round trip and no parking. Use 250 workdays and a classroom driving estimate of \$0.35 per mile.

Measure	Offer A	Offer B
Annual miles		
Mileage estimate		
Parking		
Total work cost		
Pay after work cost		

Calculate annual costs. Explain why the mileage rate is a planning assumption, not an exact bill.

Part 3 - Compare the Benefits

Use only the stated facts. Do not assign a dollar value when information is missing.

Benefit	Offer A	Offer B	Question to ask
Health premium	\$180/month	\$95/month	
Retirement match	50% of first 4%	100% of first 3%	
Paid time off	10 days	15 days	
Schedule	Fixed; one remote day	Rotating; on-site	
Training	\$1,000/year	Not stated	

Identify which facts can be compared directly and which need plan documents or clarification.

Part 4 - Build a Weighted Decision Matrix

Jordan values take-home resources 35%, schedule 25%, health coverage 20%, retirement 10%, and development 10%. Score each offer from 1 to 5.

Criterion	Weight	A score	A weighted	B score	B weighted
Pay/resources	35%				
Schedule	25%				
Health	20%				
Retirement	10%				
Development	10%				

Multiply each score by its decimal weight. Explain that scores require evidence and personal judgment.

Part 5 - Write a Job-Offer Recommendation

Jordan wants reliable hours, manageable commuting costs, useful health coverage, and professional growth.

Decision check	My evidence
Annual pay	
Work-related costs	
Health premium	
Retirement match	
Paid time off	
Schedule	
Missing information	
Recommendation with limitation	

Write 150-200 words using at least five figures and four questions for the employers.