

NORCOM
Total Cost of Compensation

Telecommunicator

Step	Monthly Salary	Annual											Total Salary & Benefits
		Annual Comp	Pension .0921	MEBT 0.062	Medicare .0145	Unemp .0103	Workers Comp .09665	Medical (Employee)	Dental (Employee)	Vision (Employee)	EAP	Total Benefits	
T1	\$4,023	\$48,276	\$4,446	\$2,993	\$700	\$393	\$201	\$10,115	\$631	\$71	\$126	\$19,677	\$67,953
T2	\$4,103	49,236	\$4,535	\$3,053	\$714	\$393	\$201	\$10,115	\$631	\$71	\$126	\$19,839	\$69,075
T3	\$4,227	50,724	\$4,672	\$3,145	\$735	\$393	\$201	\$10,115	\$631	\$71	\$126	\$20,090	\$70,814
1	\$4,563	54,756	\$5,043	\$3,395	\$794	\$393	\$201	\$10,115	\$631	\$71	\$126	\$20,769	\$75,525
2	\$4,802	57,624	\$5,307	\$3,573	\$836	\$393	\$201	\$10,115	\$631	\$71	\$126	\$21,253	\$78,877
3	\$5,063	60,756	\$5,596	\$3,767	\$881	\$393	\$201	\$10,115	\$631	\$71	\$126	\$21,781	\$82,537
4	\$5,337	64,044	\$5,898	\$3,971	\$929	\$393	\$201	\$10,115	\$631	\$71	\$126	\$22,335	\$86,379
5	\$5,630	67,560	\$6,222	\$4,189	\$980	\$393	\$201	\$10,115	\$631	\$71	\$126	\$22,928	\$90,488

Pension 9.21% of gross wages through June 30, 2014
 MEBT Employer Match 6.2% of grosswages up to Social Security wage base
 Medicare/Unemployment/Workers Comp rates through December 31, 2014
 Medical/Dental/Vision/EAP 100% for Employee