

NORCOM
Total Cost of Compensation

Telecommunicator

Annual													
Step	Monthly Salary	Annual Comp	Pension .1118	MEBT 0.062	Medicare .0145	Unemp .0096	Workers Comp .09955	Medical (Employee)	Dental (Employee)	Vision (Employee)	LTC	Total Benefits	Total Salary & Benefits
T1	\$4,186	\$50,232	\$5,616	\$3,114	\$728	\$422	\$207	\$7,863	\$614	\$96	\$126	\$18,787	\$69,019
T2	\$4,269	51,228	\$5,727	\$3,176	\$743	\$422	\$207	\$7,671	\$614	\$96	\$126	\$18,783	\$70,011
T3	\$4,398	52,776	\$5,900	\$3,272	\$765	\$422	\$207	\$7,671	\$614	\$96	\$126	\$19,074	\$71,850
1	\$4,747	56,964	\$6,369	\$3,532	\$826	\$422	\$207	\$7,671	\$614	\$96	\$126	\$19,863	\$76,827
2	\$4,996	59,952	\$6,703	\$3,717	\$869	\$422	\$207	\$7,671	\$614	\$96	\$126	\$20,425	\$80,377
3	\$5,266	63,192	\$7,065	\$3,918	\$916	\$422	\$207	\$7,671	\$614	\$96	\$126	\$21,036	\$84,228
4	\$5,554	66,648	\$7,451	\$4,132	\$966	\$422	\$207	\$7,671	\$614	\$96	\$126	\$21,686	\$88,334
5	\$5,857	70,284	\$7,858	\$4,358	\$1,019	\$422	\$207	\$7,671	\$614	\$96	\$126	\$22,371	\$92,655
6	\$5,945	71,340	\$5,172	\$4,423	\$1,034	\$422	\$207	\$8,342	\$698	\$71	\$126	\$20,496	\$91,836
7	\$6,034	72,408	\$5,250	\$4,489	\$1,050	\$422	\$207	\$8,342	\$698	\$71	\$126	\$20,655	\$93,063

Pension 11.18% of gross wages effective July 1, 2015
 MEBT Employer Match 6.2% of grosswages up to Social Security wage base
 Medicare/Unemployment/Workers Comp rates through December 31, 2016
 Medical/Dental/Vision/LTC 100% for Employee