

NORCOM
Total Cost of Compensation

Step	Monthly Salary	Annual										Total Salary & Benefits	
		Annual Comp	Pension	MEBT 0.062	Med Aid	Unemp	Wkman Comp	Medical	Dental	Vision	EAP		Total Benefits
T1	\$3,772	\$45,264	\$2,394	\$2,806	\$656	\$528	\$197	\$4,323	\$691	\$71	\$126	\$11,793	\$57,057
T2	3847	46,164	2,442	2,862	669	528	197	4323	691	71	126	11,910	58,074
T3	3963	47,556	2,516	2,948	690	528	197	4323	691	71	126	12,090	59,646
A	4102	49,224	2,604	3,052	714	528	197	4323	691	71	126	12,306	61,530
B	4225	50,700	2,682	3,143	735	528	197	4323	691	71	126	12,497	63,197
C	4351	52,212	2,762	3,237	757	528	197	4323	691	71	126	12,692	64,904
D	4504	54,048	2,859	3,351	784	528	197	4323	691	71	126	12,930	66,978
E	4639	55,668	2,945	3,451	807	528	197	4323	691	71	126	13,140	68,808
F	4824	57,888	3,062	3,589	839	528	197	4323	691	71	126	13,427	71,315
G	4993	59,916	3,170	3,715	869	528	197	4323	691	71	126	13,689	73,605

Pension 2009 Rates are effective through June 30, 2010

Pension 5.29% of all wages

MEBT Employer Match 6.2% of all wages up to Social Security wage base

Medical/Dental/Vision/EAP 100% for Employee