

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	\$3,867	\$46,404	\$3,364	\$2,877	\$673	\$252	\$226	\$8,342	\$698	\$71	\$126	\$16,630	\$63,034
T2	\$3,944	47,328	\$3,431	\$2,934	\$686	\$252	\$226	\$8,342	\$698	\$71	\$126	\$16,767	\$64,095
T3	\$4,063	48,756	\$3,535	\$3,023	\$707	\$252	\$226	\$8,342	\$698	\$71	\$126	\$16,980	\$65,736
A	\$4,205	50,460	\$3,658	\$3,129	\$732	\$252	\$226	\$8,342	\$698	\$71	\$126	\$17,234	\$67,694
B	\$4,331	51,972	\$3,768	\$3,222	\$754	\$252	\$226	\$8,342	\$698	\$71	\$126	\$17,459	\$69,431
C	\$4,461	53,532	\$3,881	\$3,319	\$776	\$252	\$226	\$8,342	\$698	\$71	\$126	\$17,692	\$71,224
D	\$4,617	55,404	\$4,017	\$3,435	\$803	\$252	\$226	\$8,342	\$698	\$71	\$126	\$17,971	\$73,375
E	\$4,755	57,060	\$4,137	\$3,538	\$827	\$252	\$226	\$8,342	\$698	\$71	\$126	\$18,217	\$75,277
F	\$4,946	59,352	\$4,303	\$3,680	\$861	\$252	\$226	\$8,342	\$698	\$71	\$126	\$18,559	\$77,911
G	\$5,119	61,428	\$4,454	\$3,809	\$891	\$252	\$226	\$8,342	\$698	\$71	\$126	\$18,868	\$80,296

Rates are effective through June 30, 2012

Pension 7.25% of all wages

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

Medical/Dental/Vision/EAP 100% for Employee