

## Percent of Benefits to Total Salary FY 08-09

### FICA, Retirement, Long Term Disability, Unemployment, & Workmen's Comp.

FICA MED	1.45%	No Limit
FICA OLD AGE	6.20%	Up to \$102,000 for 2008
401(a)	14.20%	Up to \$230,000
State	15.72%	Non-Contributory Plan 14.22% + 401 k 1.5%
Disability	\$8.00	Monthly
Workers Comp.	0.16%	Ave. Professional and Clerical Job Classes
Unemployment	0.51%	For Fund 5000

### Health and Dental Insurance

	Medical/Dental
Single	\$431.80
Two-Party	\$739.48
Family	\$1,001.88

### Life Insurance

Part I	\$5.75	0.23 Per Thousand up to \$25,000
Part II	\$1.25	0.05 Per Thousand up to \$25,000
Part III	\$0.26	

#### 401(a) and Full Family Benefits

10,000	14,407.28	144.07%
15,000	15,550.08	103.67%
20,000	16,692.88	83.46%
25,000	17,835.68	71.34%
30,000	18,961.68	63.21%
35,000	20,087.68	57.39%
40,000	21,213.68	53.03%
45,000	22,339.68	49.64%
50,000	23,465.68	46.93%
55,000	24,591.68	44.71%
60,000	25,717.68	42.86%
65,000	26,843.68	41.30%
70,000	27,969.68	39.96%
75,000	29,095.68	38.79%
80,000	30,221.68	37.78%
85,000	31,347.68	36.88%
90,000	32,473.68	36.08%
95,000	33,599.68	35.37%
100,000	34,725.68	34.73%
105,000	35,665.68	33.97%
110,000	36,481.68	33.17%
115,000	37,297.68	32.43%
120,000	38,113.68	31.76%
125,000	38,929.68	31.14%
130,000	39,745.68	30.57%
135,000	40,561.68	30.05%
140,000	41,377.68	29.56%
145,000	42,193.68	29.10%
150,000	43,009.68	28.67%

#### State and Full Family Benefits

10,000	14,559.28	145.59%
15,000	15,778.08	105.19%
20,000	16,996.88	84.98%
25,000	18,215.68	72.86%
30,000	19,417.68	64.73%
35,000	20,619.68	58.91%
40,000	21,821.68	54.55%
45,000	23,023.68	51.16%
50,000	24,225.68	48.45%
55,000	25,427.68	46.23%
60,000	26,629.68	44.38%
65,000	27,831.68	42.82%
70,000	29,033.68	41.48%
75,000	30,235.68	40.31%
80,000	31,437.68	39.30%
85,000	32,639.68	38.40%
90,000	33,841.68	37.60%
95,000	35,043.68	36.89%
100,000	36,245.68	36.25%
105,000	37,261.68	35.49%
110,000	38,153.68	34.69%
115,000	39,045.68	33.95%
120,000	39,937.68	33.28%
125,000	40,829.68	32.66%
130,000	41,721.68	32.09%
135,000	42,613.68	31.57%
140,000	43,505.68	31.08%
145,000	44,397.68	30.62%
150,000	45,289.68	30.19%

155,000	43,825.68	28.27%
160,000	44,641.68	27.90%
165,000	45,457.68	27.55%
170,000	46,273.68	27.22%
175,000	47,089.68	26.91%
180,000	47,905.68	26.61%
185,000	48,721.68	26.34%
190,000	49,537.68	26.07%
195,000	50,353.68	25.82%
200,000	51,169.68	25.58%
205,000	51,985.68	25.36%
210,000	52,801.68	25.14%
215,000	53,617.68	24.94%
220,000	54,433.68	24.74%
225,000	55,249.68	24.56%
230,000	56,065.68	24.38%
235,000	56,171.68	23.90%
240,000	56,277.68	23.45%
245,000	56,383.68	23.01%
250,000	56,489.68	22.60%
255,000	56,595.68	22.19%
260,000	56,701.68	21.81%
265,000	56,807.68	21.44%
270,000	56,913.68	21.08%
275,000	57,019.68	20.73%
280,000	57,125.68	20.40%
285,000	57,231.68	20.08%
290,000	57,337.68	19.77%
295,000	57,443.68	19.47%
300,000	57,549.68	19.18%
305,000	57,655.68	18.90%
310,000	57,761.68	18.63%
315,000	57,867.68	18.37%
320,000	57,973.68	18.12%
325,000	58,079.68	17.87%
330,000	58,185.68	17.63%
335,000	58,291.68	17.40%
340,000	58,397.68	17.18%
345,000	58,503.68	16.96%
350,000	58,609.68	16.75%

155,000	46,181.68	29.79%
160,000	47,073.68	29.42%
165,000	47,965.68	29.07%
170,000	48,857.68	28.74%
175,000	49,749.68	28.43%
180,000	50,641.68	28.13%
185,000	51,533.68	27.86%
190,000	52,425.68	27.59%
195,000	53,317.68	27.34%
200,000	54,209.68	27.10%
205,000	55,101.68	26.88%
210,000	55,993.68	26.66%
215,000	56,885.68	26.46%
220,000	57,777.68	26.26%
225,000	58,669.68	26.08%
230,000	59,561.68	25.90%
235,000	60,453.68	25.72%
240,000	61,345.68	25.56%
245,000	62,237.68	25.40%
250,000	63,129.68	25.25%
255,000	64,021.68	25.11%
260,000	64,913.68	24.97%
265,000	65,805.68	24.83%
270,000	66,697.68	24.70%
275,000	67,589.68	24.58%
280,000	68,481.68	24.46%
285,000	69,373.68	24.34%
290,000	70,265.68	24.23%
295,000	71,157.68	24.12%
300,000	72,049.68	24.02%
305,000	72,941.68	23.92%
310,000	73,833.68	23.82%
315,000	74,725.68	23.72%
320,000	75,617.68	23.63%
325,000	76,509.68	23.54%
330,000	77,401.68	23.46%
335,000	78,293.68	23.37%
340,000	79,185.68	23.29%
345,000	80,077.68	23.21%
350,000	80,969.68	23.13%

**401(a) and Two-Party Benefits**

10,000	11,258.48	112.58%
15,000	12,401.28	82.68%
20,000	13,544.08	67.72%
25,000	14,686.88	58.75%
30,000	15,812.88	52.71%
35,000	16,938.88	48.40%
40,000	18,064.88	45.16%
45,000	19,190.88	42.65%
50,000	20,316.88	40.63%
55,000	21,442.88	38.99%
60,000	22,568.88	37.61%
65,000	23,694.88	36.45%
70,000	24,820.88	35.46%

**State and Two-Party Benefits**

10,000	11,410.48	114.10%
15,000	12,629.28	84.20%
20,000	13,848.08	69.24%
25,000	15,066.88	60.27%
30,000	16,268.88	54.23%
35,000	17,470.88	49.92%
40,000	18,672.88	46.68%
45,000	19,874.88	44.17%
50,000	21,076.88	42.15%
55,000	22,278.88	40.51%
60,000	23,480.88	39.13%
65,000	24,682.88	37.97%
70,000	25,884.88	36.98%

75,000	25,946.88	34.60%	75,000	27,086.88	36.12%
80,000	27,072.88	33.84%	80,000	28,288.88	35.36%
85,000	28,198.88	33.18%	85,000	29,490.88	34.70%
90,000	29,324.88	32.58%	90,000	30,692.88	34.10%
95,000	30,450.88	32.05%	95,000	31,894.88	33.57%
100,000	31,576.88	31.58%	100,000	33,096.88	33.10%
105,000	32,516.88	30.97%	105,000	34,112.88	32.49%
110,000	33,332.88	30.30%	110,000	35,004.88	31.82%
115,000	34,148.88	29.69%	115,000	35,896.88	31.21%
120,000	34,964.88	29.14%	120,000	36,788.88	30.66%
125,000	35,780.88	28.62%	125,000	37,680.88	30.14%
130,000	36,596.88	28.15%	130,000	38,572.88	29.67%
135,000	37,412.88	27.71%	135,000	39,464.88	29.23%
140,000	38,228.88	27.31%	140,000	40,356.88	28.83%
145,000	39,044.88	26.93%	145,000	41,248.88	28.45%
150,000	39,860.88	26.57%	150,000	42,140.88	28.09%
155,000	40,676.88	26.24%	155,000	43,032.88	27.76%
160,000	41,492.88	25.93%	160,000	43,924.88	27.45%
165,000	42,308.88	25.64%	165,000	44,816.88	27.16%
170,000	43,124.88	25.37%	170,000	45,708.88	26.89%
175,000	43,940.88	25.11%	175,000	46,600.88	26.63%
180,000	44,756.88	24.86%	180,000	47,492.88	26.38%
185,000	45,572.88	24.63%	185,000	48,384.88	26.15%
190,000	46,388.88	24.42%	190,000	49,276.88	25.94%
195,000	47,204.88	24.21%	195,000	50,168.88	25.73%
200,000	48,020.88	24.01%	200,000	51,060.88	25.53%
205,000	48,836.88	23.82%	205,000	51,952.88	25.34%
210,000	49,652.88	23.64%	210,000	52,844.88	25.16%
215,000	50,468.88	23.47%	215,000	53,736.88	24.99%
220,000	51,284.88	23.31%	220,000	54,628.88	24.83%
225,000	52,100.88	23.16%	225,000	55,520.88	24.68%
230,000	52,916.88	23.01%	230,000	56,412.88	24.53%
235,000	53,022.88	22.56%	235,000	57,304.88	24.39%
240,000	53,128.88	22.14%	240,000	58,196.88	24.25%
245,000	53,234.88	21.73%	245,000	59,088.88	24.12%
250,000	53,340.88	21.34%	250,000	59,980.88	23.99%
255,000	53,446.88	20.96%	255,000	60,872.88	23.87%
260,000	53,552.88	20.60%	260,000	61,764.88	23.76%
265,000	53,658.88	20.25%	265,000	62,656.88	23.64%
270,000	53,764.88	19.91%	270,000	63,548.88	23.54%
275,000	53,870.88	19.59%	275,000	64,440.88	23.43%
280,000	53,976.88	19.28%	280,000	65,332.88	23.33%
285,000	54,082.88	18.98%	285,000	66,224.88	23.24%
290,000	54,188.88	18.69%	290,000	67,116.88	23.14%
295,000	54,294.88	18.41%	295,000	68,008.88	23.05%
300,000	54,400.88	18.13%	300,000	68,900.88	22.97%
305,000	54,506.88	17.87%	305,000	69,792.88	22.88%
310,000	54,612.88	17.62%	310,000	70,684.88	22.80%
315,000	54,718.88	17.37%	315,000	71,576.88	22.72%
320,000	54,824.88	17.13%	320,000	72,468.88	22.65%
325,000	54,930.88	16.90%	325,000	73,360.88	22.57%
330,000	55,036.88	16.68%	330,000	74,252.88	22.50%
335,000	55,142.88	16.46%	335,000	75,144.88	22.43%
340,000	55,248.88	16.25%	340,000	76,036.88	22.36%
345,000	55,354.88	16.04%	345,000	76,928.88	22.30%
350,000	55,460.88	15.85%	350,000	77,820.88	22.23%

**401(a) and Single Benefits**

10,000	7,566.32	75.66%
15,000	8,709.12	58.06%
20,000	9,851.92	49.26%
25,000	10,994.72	43.98%
30,000	12,120.72	40.40%
35,000	13,246.72	37.85%
40,000	14,372.72	35.93%
45,000	15,498.72	34.44%
50,000	16,624.72	33.25%
55,000	17,750.72	32.27%
60,000	18,876.72	31.46%
65,000	20,002.72	30.77%
70,000	21,128.72	30.18%
75,000	22,254.72	29.67%
80,000	23,380.72	29.23%
85,000	24,506.72	28.83%
90,000	25,632.72	28.48%
95,000	26,758.72	28.17%
100,000	27,884.72	27.88%
105,000	28,824.72	27.45%
110,000	29,640.72	26.95%
115,000	30,456.72	26.48%
120,000	31,272.72	26.06%
125,000	32,088.72	25.67%
130,000	32,904.72	25.31%
135,000	33,720.72	24.98%
140,000	34,536.72	24.67%
145,000	35,352.72	24.38%
150,000	36,168.72	24.11%
155,000	36,984.72	23.86%
160,000	37,800.72	23.63%
165,000	38,616.72	23.40%
170,000	39,432.72	23.20%
175,000	40,248.72	23.00%
180,000	41,064.72	22.81%
185,000	41,880.72	22.64%
190,000	42,696.72	22.47%
195,000	43,512.72	22.31%
200,000	44,328.72	22.16%
205,000	45,144.72	22.02%
210,000	45,960.72	21.89%
215,000	46,776.72	21.76%
220,000	47,592.72	21.63%
225,000	48,408.72	21.51%
230,000	49,224.72	21.40%
235,000	48,586.72	20.68%
240,000	48,692.72	20.29%
245,000	48,798.72	19.92%
250,000	48,904.72	19.56%
255,000	49,010.72	19.22%
260,000	49,116.72	18.89%
265,000	49,222.72	18.57%
270,000	49,328.72	18.27%
275,000	49,434.72	17.98%

**State and Single Benefits**

10,000	7,718.32	77.18%
15,000	8,937.12	59.58%
20,000	10,155.92	50.78%
25,000	11,374.72	45.50%
30,000	12,576.72	41.92%
35,000	13,778.72	39.37%
40,000	14,980.72	37.45%
45,000	16,182.72	35.96%
50,000	17,384.72	34.77%
55,000	18,586.72	33.79%
60,000	19,788.72	32.98%
65,000	20,990.72	32.29%
70,000	22,192.72	31.70%
75,000	23,394.72	31.19%
80,000	24,596.72	30.75%
85,000	25,798.72	30.35%
90,000	27,000.72	30.00%
95,000	28,202.72	29.69%
100,000	29,404.72	29.40%
105,000	30,420.72	28.97%
110,000	31,312.72	28.47%
115,000	32,204.72	28.00%
120,000	33,096.72	27.58%
125,000	33,988.72	27.19%
130,000	34,880.72	26.83%
135,000	35,772.72	26.50%
140,000	36,664.72	26.19%
145,000	37,556.72	25.90%
150,000	38,448.72	25.63%
155,000	39,340.72	25.38%
160,000	40,232.72	25.15%
165,000	41,124.72	24.92%
170,000	42,016.72	24.72%
175,000	42,908.72	24.52%
180,000	43,800.72	24.33%
185,000	44,692.72	24.16%
190,000	45,584.72	23.99%
195,000	46,476.72	23.83%
200,000	47,368.72	23.68%
205,000	48,260.72	23.54%
210,000	49,152.72	23.41%
215,000	50,044.72	23.28%
220,000	50,936.72	23.15%
225,000	51,828.72	23.03%
230,000	52,720.72	22.92%
235,000	53,612.72	22.81%
240,000	54,504.72	22.71%
245,000	55,396.72	22.61%
250,000	56,288.72	22.52%
255,000	57,180.72	22.42%
260,000	58,072.72	22.34%
265,000	58,964.72	22.25%
270,000	59,856.72	22.17%
275,000	60,748.72	22.09%

280,000	49,540.72	17.69%	280,000	61,640.72	22.01%
285,000	49,646.72	17.42%	285,000	62,532.72	21.94%
290,000	49,752.72	17.16%	290,000	63,424.72	21.87%
295,000	49,858.72	16.90%	295,000	64,316.72	21.80%
300,000	49,964.72	16.65%	300,000	65,208.72	21.74%
305,000	50,070.72	16.42%	305,000	66,100.72	21.67%
310,000	50,176.72	16.19%	310,000	66,992.72	21.61%
315,000	50,282.72	15.96%	315,000	67,884.72	21.55%
320,000	50,388.72	15.75%	320,000	68,776.72	21.49%
325,000	50,494.72	15.54%	325,000	69,668.72	21.44%
330,000	50,600.72	15.33%	330,000	70,560.72	21.38%
335,000	50,706.72	15.14%	335,000	71,452.72	21.33%
340,000	50,812.72	14.94%	340,000	72,344.72	21.28%
345,000	50,918.72	14.76%	345,000	73,236.72	21.23%
350,000	51,024.72	14.58%	350,000	74,128.72	21.18%