

| UNIVERSITY OF RHODE ISLAND FRINGE BENEFITS PROJECTIONS                      |          |          |         |         |            |        |            |         |         |
|---|----------|----------|---------|---------|------------|--------|------------|---------|---------|
| FOR USE IN DEVELOPING BUDGETS FOR SPONSORED PROJECTS                        |          |          |         |         |            |        |            |         |         |
| Prepared September 26, 06 Research Office/Sponsored Projects Review x 45138 |          |          |         |         |            |        |            |         |         |
| SALARY  |          | MED.     | STATE   | STAFF   |            |        | TIAA       | TOTAL   | AS      |
| IN  | SS FICA  | FICA     | BENEFIT | BENEFIT | RETIREMENT | HEALTH | DISABILITY | IN      | PERCENT |
| DOLLARS   | at 6.20% | 1.45% of | at .039 | 0.0100  | at 9% of   | 18270  | 0.0059     | DOLLARS | OF      |
|   | Salary   | Salary   | Salary  | Salary  | Salary     | flat   |            |         | SALARY  |
| 14,000  | 868      | 203      | 546     | 140     | 1,260      | 18,270 | 83         | 21,370  | 152.64  |
| 15,000  | 930      | 218      | 585     | 150     | 1,350      | 18,270 | 89         | 21,591  | 143.94  |
| 16,000  | 992      | 232      | 624     | 160     | 1,440      | 18,270 | 94         | 21,812  | 136.33  |
| 17,000  | 1,054    | 247      | 663     | 170     | 1,530      | 18,270 | 100        | 22,034  | 129.61  |
| 18,000  | 1,116    | 261      | 702     | 180     | 1,620      | 18,270 | 106        | 22,255  | 123.64  |
| 19,000  | 1,178    | 276      | 741     | 190     | 1,710      | 18,270 | 112        | 22,477  | 118.30  |
| 20,000  | 1,240    | 290      | 780     | 200     | 1,800      | 18,270 | 118        | 22,698  | 113.49  |
| 21,000  | 1,302    | 305      | 819     | 210     | 1,890      | 18,270 | 124        | 22,919  | 109.14  |
| 22,000  | 1,364    | 319      | 858     | 220     | 1,980      | 18,270 | 130        | 23,141  | 105.19  |
| 23,000  | 1,426    | 334      | 897     | 230     | 2,070      | 18,270 | 136        | 23,362  | 101.57  |
| 24,000  | 1,488    | 348      | 936     | 240     | 2,160      | 18,270 | 142        | 23,584  | 98.26   |
| 25,000  | 1,550    | 363      | 975     | 250     | 2,250      | 18,270 | 148        | 23,805  | 95.22   |
| 26,000  | 1,612    | 377      | 1,014   | 260     | 2,340      | 18,270 | 153        | 24,026  | 92.41   |
| 27,000  | 1,674    | 392      | 1,053   | 270     | 2,430      | 18,270 | 159        | 24,248  | 89.81   |
| 28,000  | 1,736    | 406      | 1,092   | 280     | 2,520      | 18,270 | 165        | 24,469  | 87.39   |
| 29,000  | 1,798    | 421      | 1,131   | 290     | 2,610      | 18,270 | 171        | 24,691  | 85.14   |
| 30,000  | 1,860    | 435      | 1,170   | 300     | 2,700      | 18,270 | 177        | 24,912  | 83.04   |
| 31,000  | 1,922    | 450      | 1,209   | 310     | 2,790      | 18,270 | 183        | 25,133  | 81.08   |
| 32,000  | 1,984    | 464      | 1,248   | 320     | 2,880      | 18,270 | 189        | 25,355  | 79.23   |
| 33,000  | 2,046    | 479      | 1,287   | 330     | 2,970      | 18,270 | 195        | 25,576  | 77.50   |
| 34,000  | 2,108    | 493      | 1,326   | 340     | 3,060      | 18,270 | 201        | 25,798  | 75.88   |
| 35,000  | 2,170    | 508      | 1,365   | 350     | 3,150      | 18,270 | 207        | 26,019  | 74.34   |
| 36,000  | 2,232    | 522      | 1,404   | 360     | 3,240      | 18,270 | 212        | 26,240  | 72.89   |
| 37,000  | 2,294    | 537      | 1,443   | 370     | 3,330      | 18,270 | 218        | 26,462  | 71.52   |
| 38,000  | 2,356    | 551      | 1,482   | 380     | 3,420      | 18,270 | 224        | 26,683  | 70.22   |
| 39,000  | 2,418    | 566      | 1,521   | 390     | 3,510      | 18,270 | 230        | 26,905  | 68.99   |
| 40,000  | 2,480    | 580      | 1,560   | 400     | 3,600      | 18,270 | 236        | 27,126  | 67.81   |
| 41,000  | 2,542    | 595      | 1,599   | 410     | 3,690      | 18,270 | 242        | 27,347  | 66.70   |
| 42,000  | 2,604    | 609      | 1,638   | 420     | 3,780      | 18,270 | 248        | 27,569  | 65.64   |
| 43,000  | 2,666    | 624      | 1,677   | 430     | 3,870      | 18,270 | 254        | 27,790  | 64.63   |
| 44,000  | 2,728    | 638      | 1,716   | 440     | 3,960      | 18,270 | 260        | 28,012  | 63.66   |
| 45,000  | 2,790    | 653      | 1,755   | 450     | 4,050      | 18,270 | 266        | 28,233  | 62.74   |
| 46,000  | 2,852    | 667      | 1,794   | 460     | 4,140      | 18,270 | 271        | 28,454  | 61.86   |
| 47,000  | 2,914    | 682      | 1,833   | 470     | 4,230      | 18,270 | 277        | 28,676  | 61.01   |
| 48,000  | 2,976    | 696      | 1,872   | 480     | 4,320      | 18,270 | 283        | 28,897  | 60.20   |
| 49,000  | 3,038    | 711      | 1,911   | 490     | 4,410      | 18,270 | 289        | 29,119  | 59.43   |
| 50,000  | 3,100    | 725      | 1,950   | 500     | 4,500      | 18,270 | 295        | 29,340  | 58.68   |
| 51,000  | 3,162    | 740      | 1,989   | 510     | 4,590      | 18,270 | 301        | 29,561  | 57.96   |
| 52,000  | 3,224    | 754      | 2,028   | 520     | 4,680      | 18,270 | 307        | 29,783  | 57.27   |
| 53,000  | 3,286    | 769      | 2,067   | 530     | 4,770      | 18,270 | 313        | 30,004  | 56.61   |
| 54,000  | 3,348    | 783      | 2,106   | 540     | 4,860      | 18,270 | 319        | 30,226  | 55.97   |
| 55,000  | 3,410    | 798      | 2,145   | 550     | 4,950      | 18,270 | 325        | 30,447  | 55.36   |
| 56,000  | 3,472    | 812      | 2,184   | 560     | 5,040      | 18,270 | 330        | 30,668  | 54.76   |
| 57,000  | 3,534    | 827      | 2,223   | 570     | 5,130      | 18,270 | 336        | 30,890  | 54.19   |
| 58,000  | 3,596    | 841      | 2,262   | 580     | 5,220      | 18,270 | 342        | 31,111  | 53.64   |
| 59,000  | 3,658    | 856      | 2,301   | 590     | 5,310      | 18,270 | 348        | 31,333  | 53.11   |
| 60,000  | 3,720    | 870      | 2,340   | 600     | 5,400      | 18,270 | 354        | 31,554  | 52.59   |
| 61,000  | 3,782    | 885      | 2,379   | 610     | 5,490      | 18,270 | 360        | 31,775  | 52.09   |
| 62,000  | 3,844    | 899      | 2,418   | 620     | 5,580      | 18,270 | 366        | 31,997  | 51.61   |
| 63,000  | 3,906    | 914      | 2,457   | 630     | 5,670      | 18,270 | 372        | 32,218  | 51.14   |
| 64,000  | 3,968    | 928      | 2,496   | 640     | 5,760      | 18,270 | 378        | 32,440  | 50.69   |
| 65,000  | 4,030    | 943      | 2,535   | 650     | 5,850      | 18,270 | 384        | 32,661  | 50.25   |
| 66,000  | 4,092    | 957      | 2,574   | 660     | 5,940      | 18,270 | 389        | 32,882  | 49.82   |
| 67,000  | 4,154    | 972      | 2,613   | 670     | 6,030      | 18,270 | 395        | 33,104  | 49.41   |
| 68,000  | 4,216    | 986      | 2,652   | 680     | 6,120      | 18,270 | 401        | 33,325  | 49.01   |

| SALARY IN DOLLARS | SS FICA at 6.20% Salary | MED. FICA 1.45% of Salary | STATE BENEFIT at .039 Salary | STAFF BENEFIT 0.0100 Salary | RETIREMENT at 9% of Salary | HEALTH 18270 flat | TIAA DISABILITY 0.0059 | TOTAL IN DOLLARS | AS PERCENT OF SALARY |
|-------------------|-------------------------|---------------------------|------------------------------|-----------------------------|----------------------------|-------------------|------------------------|------------------|----------------------|
| 69,000            | 4,278                   | 1,001                     | 2,691                        | 690                         | 6,210                      | 18,270            | 407                    | 33,547           | 48.62                |
| 70,000            | 4,340                   | 1,015                     | 2,730                        | 700                         | 6,300                      | 18,270            | 413                    | 33,768           | 48.24                |
| 71,000            | 4,402                   | 1,030                     | 2,769                        | 710                         | 6,390                      | 18,270            | 419                    | 33,989           | 47.87                |
| 72,000            | 4,464                   | 1,044                     | 2,808                        | 720                         | 6,480                      | 18,270            | 425                    | 34,211           | 47.51                |
| 73,000            | 4,526                   | 1,059                     | 2,847                        | 730                         | 6,570                      | 18,270            | 431                    | 34,432           | 47.17                |
| 74,000            | 4,588                   | 1,073                     | 2,886                        | 740                         | 6,660                      | 18,270            | 437                    | 34,654           | 46.83                |
| 75,000            | 4,650                   | 1,088                     | 2,925                        | 750                         | 6,750                      | 18,270            | 443                    | 34,875           | 46.50                |
| 76,000            | 4,712                   | 1,102                     | 2,964                        | 760                         | 6,840                      | 18,270            | 448                    | 35,096           | 46.18                |
| 77,000            | 4,774                   | 1,117                     | 3,003                        | 770                         | 6,930                      | 18,270            | 454                    | 35,318           | 45.87                |
| 78,000            | 4,836                   | 1,131                     | 3,042                        | 780                         | 7,020                      | 18,270            | 460                    | 35,539           | 45.56                |
| 79,000            | 4,898                   | 1,146                     | 3,081                        | 790                         | 7,110                      | 18,270            | 466                    | 35,761           | 45.27                |
| 80,000            | 4,960                   | 1,160                     | 3,120                        | 800                         | 7,200                      | 18,270            | 472                    | 35,982           | 44.98                |
| 81,000            | 5,022                   | 1,175                     | 3,159                        | 810                         | 7,290                      | 18,270            | 478                    | 36,203           | 44.70                |
| 82,000            | 5,084                   | 1,189                     | 3,198                        | 820                         | 7,380                      | 18,270            | 484                    | 36,425           | 44.42                |
| 83,000            | 5,146                   | 1,204                     | 3,237                        | 830                         | 7,470                      | 18,270            | 490                    | 36,646           | 44.15                |
| 84,000            | 5,208                   | 1,218                     | 3,276                        | 840                         | 7,560                      | 18,270            | 496                    | 36,868           | 43.89                |
| 85,000            | 5,270                   | 1,233                     | 3,315                        | 850                         | 7,650                      | 18,270            | 502                    | 37,089           | 43.63                |
| 86,000            | 5,332                   | 1,247                     | 3,354                        | 860                         | 7,740                      | 18,270            | 507                    | 37,310           | 43.38                |
| 87,000            | 5,394                   | 1,262                     | 3,393                        | 870                         | 7,830                      | 18,270            | 513                    | 37,532           | 43.14                |
| 88,000            | 5,456                   | 1,276                     | 3,432                        | 880                         | 7,920                      | 18,270            | 519                    | 37,753           | 42.90                |
| 89,000            | 5,518                   | 1,291                     | 3,471                        | 890                         | 8,010                      | 18,270            | 525                    | 37,975           | 42.67                |
| 90,000            | 5,580                   | 1,305                     | 3,510                        | 900                         | 8,100                      | 18,270            | 531                    | 38,196           | 42.44                |
| 91,000            | 5,642                   | 1,320                     | 3,549                        | 910                         | 8,190                      | 18,270            | 537                    | 38,417           | 42.22                |
| 92,000            | 5,704                   | 1,334                     | 3,588                        | 920                         | 8,280                      | 18,270            | 543                    | 38,639           | 42.00                |
| 93,000            | 5,766                   | 1,349                     | 3,627                        | 930                         | 8,370                      | 18,270            | 549                    | 38,860           | 41.79                |
| 94,000            | 5,828                   | 1,363                     | 3,666                        | 940                         | 8,460                      | 18,270            | 555                    | 39,082           | 41.58                |
| 95,000            | 5,890                   | 1,378                     | 3,705                        | 950                         | 8,550                      | 18,270            | 561                    | 39,303           | 41.37                |
| 96,000            | 5,952                   | 1,392                     | 3,744                        | 960                         | 8,640                      | 18,270            | 566                    | 39,524           | 41.17                |
| 97,000            | 6,014                   | 1,407                     | 3,783                        | 970                         | 8,730                      | 18,270            | 572                    | 39,746           | 40.97                |
| 98,000            | 6,076                   | 1,421                     | 3,822                        | 980                         | 8,820                      | 18,270            | 578                    | 39,967           | 40.78                |
| 99,000            | 6,138                   | 1,436                     | 3,861                        | 990                         | 8,910                      | 18,270            | 584                    | 40,189           | 40.59                |
| 100,000           | 6,200                   | 1,450                     | 3,900                        | 1,000                       | 9,000                      | 18,270            | 590                    | 40,410           | 40.41                |
| 101,000           | 6,262                   | 1,465                     | 3,939                        | 1,010                       | 9,090                      | 18,270            | 596                    | 40,631           | 40.23                |
| 102,000           | 6,324                   | 1,479                     | 3,978                        | 1,020                       | 9,180                      | 18,270            | 602                    | 40,853           | 40.05                |
| 103,000           | 6,324                   | 1,494                     | 4,017                        | 1,030                       | 9,270                      | 18,270            | 608                    | 41,075           | 39.87                |
| 104,000           | 6,324                   | 1,508                     | 4,056                        | 1,040                       | 9,360                      | 18,270            | 614                    | 41,297           | 39.69                |
| 105,000           | 6,324                   | 1,523                     | 4,095                        | 1,050                       | 9,450                      | 18,270            | 620                    | 41,519           | 39.51                |
| 106,000           | 6,324                   | 1,537                     | 4,134                        | 1,060                       | 9,540                      | 18,270            | 625                    | 41,741           | 39.33                |
| 107,000           | 6,324                   | 1,552                     | 4,173                        | 1,070                       | 9,630                      | 18,270            | 631                    | 41,963           | 39.15                |
| 108,000           | 6,324                   | 1,566                     | 4,212                        | 1,080                       | 9,720                      | 18,270            | 637                    | 42,185           | 38.97                |
| 109,000           | 6,324                   | 1,581                     | 4,251                        | 1,090                       | 9,810                      | 18,270            | 643                    | 42,407           | 38.79                |
| 110,000           | 6,324                   | 1,595                     | 4,290                        | 1,100                       | 9,900                      | 18,270            | 649                    | 42,629           | 38.61                |
| 111,000           | 6,324                   | 1,610                     | 4,329                        | 1,110                       | 9,990                      | 18,270            | 655                    | 42,851           | 38.43                |
| 112,000           | 6,324                   | 1,624                     | 4,368                        | 1,120                       | 10,080                     | 18,270            | 661                    | 43,073           | 38.25                |
| 113,000           | 6,324                   | 1,639                     | 4,407                        | 1,130                       | 10,170                     | 18,270            | 667                    | 43,295           | 38.07                |
| 114,000           | 6,324                   | 1,653                     | 4,446                        | 1,140                       | 10,260                     | 18,270            | 673                    | 43,517           | 37.89                |
| 115,000           | 6,324                   | 1,668                     | 4,485                        | 1,150                       | 10,350                     | 18,270            | 679                    | 43,739           | 37.71                |
| 116,000           | 6,324                   | 1,682                     | 4,524                        | 1,160                       | 10,440                     | 18,270            | 684                    | 43,961           | 37.53                |
| 117,000           | 6,324                   | 1,697                     | 4,563                        | 1,170                       | 10,530                     | 18,270            | 690                    | 44,183           | 37.35                |
| 118,000           | 6,324                   | 1,711                     | 4,602                        | 1,180                       | 10,620                     | 18,270            | 696                    | 44,405           | 37.17                |
| 119,000           | 6,324                   | 1,726                     | 4,641                        | 1,190                       | 10,710                     | 18,270            | 702                    | 44,627           | 36.99                |
| 120,000           | 6,324                   | 1,740                     | 4,680                        | 1,200                       | 10,800                     | 18,270            | 708                    | 44,849           | 36.81                |
| 121,000           | 6,324                   | 1,755                     | 4,719                        | 1,210                       | 10,890                     | 18,270            | 714                    | 45,071           | 36.63                |
| 122,000           | 6,324                   | 1,769                     | 4,758                        | 1,220                       | 10,980                     | 18,270            | 720                    | 45,293           | 36.45                |
| 123,000           | 6,324                   | 1,784                     | 4,797                        | 1,230                       | 11,070                     | 18,270            | 726                    | 45,515           | 36.27                |
| 124,000           | 6,324                   | 1,798                     | 4,836                        | 1,240                       | 11,160                     | 18,270            | 732                    | 45,737           | 36.09                |
| 125,000           | 6,324                   | 1,813                     | 4,875                        | 1,250                       | 11,250                     | 18,270            | 738                    | 45,959           | 35.91                |
| 126,000           | 6,324                   | 1,827                     | 4,914                        | 1,260                       | 11,340                     | 18,270            | 743                    | 46,181           | 35.73                |
| 127,000           | 6,324                   | 1,842                     | 4,953                        | 1,270                       | 11,430                     | 18,270            | 749                    | 46,403           | 35.55                |

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|-------------------|-------------------------|---------------------------|------------------------------|-----------------------------|----------------------------|-------------------|------------------------|------------------|----------------------|
| 129,000           | 6,324                   | 1,871                     | 5,031                        | 1,290                       | 11,610                     | 18,270            | 761                    | 45,157           | 35.01                |
| 130,000           | 6,324                   | 1,885                     | 5,070                        | 1,300                       | 11,700                     | 18,270            | 767                    | 45,316           | 34.86                |
| 131,000           | 6,324                   | 1,900                     | 5,109                        | 1,310                       | 11,790                     | 18,270            | 773                    | 45,475           | 34.71                |
| 132,000           | 6,324                   | 1,914                     | 5,148                        | 1,320                       | 11,880                     | 18,270            | 779                    | 45,635           | 34.57                |
| 133,000           | 6,324                   | 1,929                     | 5,187                        | 1,330                       | 11,970                     | 18,270            | 785                    | 45,794           | 34.43                |
| 134,000           | 6,324                   | 1,943                     | 5,226                        | 1,340                       | 12,060                     | 18,270            | 791                    | 45,954           | 34.29                |
| 135,000           | 6,324                   | 1,958                     | 5,265                        | 1,350                       | 12,150                     | 18,270            | 797                    | 46,113           | 34.16                |
| 136,000           | 6,324                   | 1,972                     | 5,304                        | 1,360                       | 12,240                     | 18,270            | 802                    | 46,272           | 34.02                |
| 137,000           | 6,324                   | 1,987                     | 5,343                        | 1,370                       | 12,330                     | 18,270            | 808                    | 46,432           | 33.89                |
| 138,000           | 6,324                   | 2,001                     | 5,382                        | 1,380                       | 12,420                     | 18,270            | 814                    | 46,591           | 33.76                |
| 139,000           | 6,324                   | 2,016                     | 5,421                        | 1,390                       | 12,510                     | 18,270            | 820                    | 46,751           | 33.63                |
| 140,000           | 6,324                   | 2,030                     | 5,460                        | 1,400                       | 12,600                     | 18,270            | 826                    | 46,910           | 33.51                |
| 141,000           | 6,324                   | 2,045                     | 5,499                        | 1,410                       | 12,690                     | 18,270            | 832                    | 47,069           | 33.38                |
| 142,000           | 6,324                   | 2,059                     | 5,538                        | 1,420                       | 12,780                     | 18,270            | 838                    | 47,229           | 33.26                |
| 143,000           | 6,324                   | 2,074                     | 5,577                        | 1,430                       | 12,870                     | 18,270            | 844                    | 47,388           | 33.14                |
| 144,000           | 6,324                   | 2,088                     | 5,616                        | 1,440                       | 12,960                     | 18,270            | 850                    | 47,548           | 33.02                |
| 145,000           | 6,324                   | 2,103                     | 5,655                        | 1,450                       | 13,050                     | 18,270            | 856                    | 47,707           | 32.90                |
| 146,000           | 6,324                   | 2,117                     | 5,694                        | 1,460                       | 13,140                     | 18,270            | 861                    | 47,866           | 32.79                |
| 147,000           | 6,324                   | 2,132                     | 5,733                        | 1,470                       | 13,230                     | 18,270            | 867                    | 48,026           | 32.67                |
| 148,000           | 6,324                   | 2,146                     | 5,772                        | 1,480                       | 13,320                     | 18,270            | 873                    | 48,185           | 32.56                |
| 149,000           | 6,324                   | 2,161                     | 5,811                        | 1,490                       | 13,410                     | 18,270            | 879                    | 48,345           | 32.45                |
| 150,000           | 6,324                   | 2,175                     | 5,850                        | 1,500                       | 13,500                     | 18,270            | 885                    | 48,504           | 32.34                |
| 151,000           | 6,324                   | 2,190                     | 5,889                        | 1,510                       | 13,590                     | 18,270            | 891                    | 48,663           | 32.23                |
| 152,000           | 6,324                   | 2,204                     | 5,928                        | 1,520                       | 13,680                     | 18,270            | 897                    | 48,823           | 32.12                |
| 153,000           | 6,324                   | 2,219                     | 5,967                        | 1,530                       | 13,770                     | 18,270            | 903                    | 48,982           | 32.01                |
| 154,000           | 6,324                   | 2,233                     | 6,006                        | 1,540                       | 13,860                     | 18,270            | 909                    | 49,142           | 31.91                |
| 155,000           | 6,324                   | 2,248                     | 6,045                        | 1,550                       | 13,950                     | 18,270            | 915                    | 49,301           | 31.81                |
| 156,000           | 6,324                   | 2,262                     | 6,084                        | 1,560                       | 14,040                     | 18,270            | 920                    | 49,460           | 31.71                |
| 157,000           | 6,324                   | 2,277                     | 6,123                        | 1,570                       | 14,130                     | 18,270            | 926                    | 49,620           | 31.60                |
| 158,000           | 6,324                   | 2,291                     | 6,162                        | 1,580                       | 14,220                     | 18,270            | 932                    | 49,779           | 31.51                |
| 159,000           | 6,324                   | 2,306                     | 6,201                        | 1,590                       | 14,310                     | 18,270            | 938                    | 49,939           | 31.41                |
| 160,000           | 6,324                   | 2,320                     | 6,240                        | 1,600                       | 14,400                     | 18,270            | 944                    | 50,098           | 31.31                |
| 161,000           | 6,324                   | 2,335                     | 6,279                        | 1,610                       | 14,490                     | 18,270            | 950                    | 50,257           | 31.22                |
| 162,000           | 6,324                   | 2,349                     | 6,318                        | 1,620                       | 14,580                     | 18,270            | 956                    | 50,417           | 31.12                |
| 163,000           | 6,324                   | 2,364                     | 6,357                        | 1,630                       | 14,670                     | 18,270            | 962                    | 50,576           | 31.03                |
| 164,000           | 6,324                   | 2,378                     | 6,396                        | 1,640                       | 14,760                     | 18,270            | 968                    | 50,736           | 30.94                |
| 165,000           | 6,324                   | 2,393                     | 6,435                        | 1,650                       | 14,850                     | 18,270            | 974                    | 50,895           | 30.85                |
| 166,000           | 6,324                   | 2,407                     | 6,474                        | 1,660                       | 14,940                     | 18,270            | 979                    | 51,054           | 30.76                |
| 167,000           | 6,324                   | 2,422                     | 6,513                        | 1,670                       | 15,030                     | 18,270            | 985                    | 51,214           | 30.67                |
| 168,000           | 6,324                   | 2,436                     | 6,552                        | 1,680                       | 15,120                     | 18,270            | 991                    | 51,373           | 30.58                |
| 169,000           | 6,324                   | 2,451                     | 6,591                        | 1,690                       | 15,210                     | 18,270            | 997                    | 51,533           | 30.49                |
| 170,000           | 6,324                   | 2,465                     | 6,630                        | 1,700                       | 15,300                     | 18,270            | 1,003                  | 51,692           | 30.41                |
| 171,000           | 6,324                   | 2,480                     | 6,669                        | 1,710                       | 15,390                     | 18,270            | 1,009                  | 51,851           | 30.32                |
| 172,000           | 6,324                   | 2,494                     | 6,708                        | 1,720                       | 15,480                     | 18,270            | 1,015                  | 52,011           | 30.24                |
| 173,000           | 6,324                   | 2,509                     | 6,747                        | 1,730                       | 15,570                     | 18,270            | 1,021                  | 52,170           | 30.16                |
| 174,000           | 6,324                   | 2,523                     | 6,786                        | 1,740                       | 15,660                     | 18,270            | 1,027                  | 52,330           | 30.07                |

Please note that the health benefits included a 10% projected increase since we are usually budgeting 3 years in advance.