

Cost of Benefits as a Per Cent of Salary

12/30/06

Benefit	UDFCD	ACWWA	ECCV	Arapco	SEMSWA Transition Staff
Medical Ins	11.79%	18.14%		16.81%	13.03%
Dental Ins	1.83%	1.85%		2.18%	1.13%
Vision Ins	0.00%	0.37%		0.00%	0.26%
Basic Life/ADD	0.21%	0.44%		0.20%	0.42%
Short Term Disability	0.00%	0.27%		0.00%	0.24%
Long Term Disability	0.66%	0.46%		0.41%	0.40%
Dependent Life Ins	0.00%	0.00%		0.00%	0.09%
Flex Spending Acct	0.13%	0.00%		0.00%	0.18%
Retirement:					
SS or SSRP	6.20%	12.40%	6.20%	6.20%	6.20%
401(a) & 457	6.00%	5.00%	9.00%	6.50%	8.50%
Retirement Sub Total	12.20%	17.40%	15.20%	12.70%	14.70%
SS Medicare	1.45%	1.45%	1.45%	1.45%	1.45%
Tution reimbursement	0.30%	0.50%		0.53%	0.37%
Total Cost of Cash Benefits	28.57%	40.88%	38.50%	34.28%	32.26%
Non-cash: Days per year					
Vacation	17	20	15	18	16
Sick	12	12	6	12	12
Holiday & Personal days	11	12	9	11	11.25
Maternity/Paternity/Bereavement	0	0	3	0	0
Total Holiday/Personal Days	40	44	33	41	39.25
Average Monthly Salary	\$79,800	\$60,000		\$45,000	\$65,450

Assumptions:

Number of leave days and cost of insurance except for SEMSWA based on an "average" employee as defined below.

"Average" employee: 40 yrs old, 10 yr of service, employee + family benefit insurance option

This tends to make the insurance percentages higher because in fact some employees opt for employee only or employee plus spouse coverage which is less cost.

Notes:

SEMSWA 457 plan would match up to 3% of volunteer employee contribution. Not all would participate. 2.5% is used as an estimate of SEMSWA cost. The 2.5% 457 contribution added to a 6.0% 401(a) contribution gives a total retirement contribution of 6.5%.

Employees transferring to SEMSWA average 16 days vacation per year. This is a little less than the "average" employee used in analysis. For the "average" employee the SEMSWA vacation days would be 18.

All SEMSWA insurance, long and short term disability, and flexible spending account costs are based on actual costs for the nine transfer employees.

Tuition reimbursement based on 20% of employees per year using the full benefit.

Total Cost of Cash Benefits for ECCV per Board member Ron Weidmann.