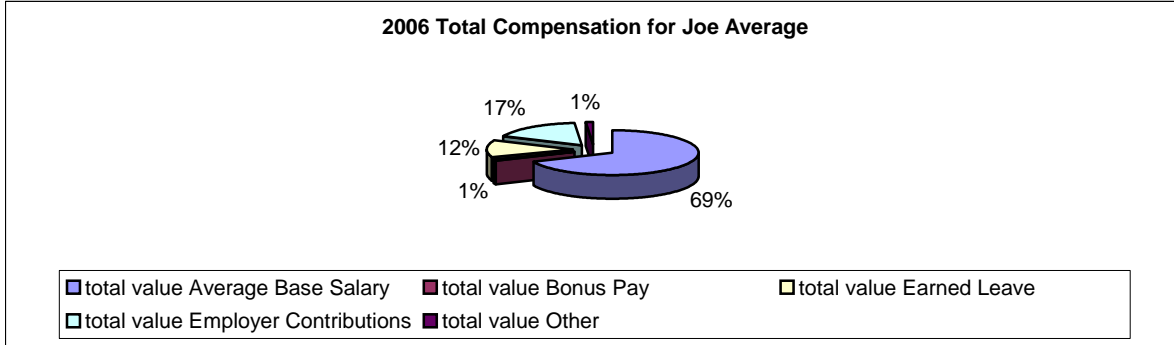




## State of North Carolina Total Rewards Statement

**NOTE: The figures below are for example purposes only and are based on the 2006 average N.C. state employee (subject to the State Personnel Act) salary. It is assumed here that in 2006 "Joe Average" had between ten and fifteen years of service, employee-only health coverage, a public transit Go Pass, no variable pay/leave and no pre-tax deductions.**



<b>Base Pay</b>			
2006 Average Base Salary		\$38,559.00	
<b>total value Average Base Salary</b>			<b>\$38,559.00</b>
<b>Bonus Pay</b>			
Longevity	1.50%	\$578.39	
Performance Incentive			
<b>total value Bonus Pay</b>			<b>\$578.39</b>
<b>Variable Pay</b>			
Overtime			
On-Call			
Emergency Callback			
Holiday			
Shift Differential			
<b>total value Variable Pay</b>			<b>\$0.00</b>
<b>Earned Leave</b>			
Holidays (12 days per yr; 96 hrs per yr/2080 total work hrs)	4.62%	\$1,781.43	
Sick Leave (8 hrs per mo; 96 hrs per yr/2080 total work hrs)	4.62%	\$1,781.43	
Vacation Leave (13:10 hrs/mo; 158 hrs per year/2080 total work hrs)	7.60%	\$2,930.48	
Community Involvement Leave (24 hrs per yr/2080 total work hrs)	1.15%	\$443.43	
<b>total value Earned Leave</b>			<b>\$6,936.76</b>
<b>Variable Leave</b>			
Civil Leave			
Compensatory Leave			
Bonus Leave			
<b>total value Variable Leave</b>			<b>\$0.00</b>
<b>Employer Contributions</b>			
OASI-DI (Social Security)	7.65%	\$2,949.76	
Retirement Systems Pension Fund	2.66%	\$1,025.67	
Death Benefit Trust Fund	0.16%	\$61.69	
Retiree Health Plan Reserve	3.80%	\$1,465.24	
Disability Income Plan	0.52%	\$200.51	
Health Insurance (\$321.14 per mo)	9.99%	\$3,853.68	
<b>total value Employer Contributions</b>			<b>\$9,556.56</b>
<b>Pre-Tax Deduction Savings</b>			
401k			
457b			
Health Insurance Premium			
NC Flex Deductions			
Parking			
<b>total value Pre-Tax Deduction Savings</b>			<b>\$0.00</b>
<b>Other</b>			
Public transit Go Pass (TTA regional 30 day pass \$64 X 12 mos)	1.99%	\$768.00	
<b>total value Other</b>			<b>\$768.00</b>
<b>Total Benefit Value</b>		<b>44.27%</b>	<b>\$17,839.71</b>
<b>Total Compensation</b>			<b>\$56,398.71</b>