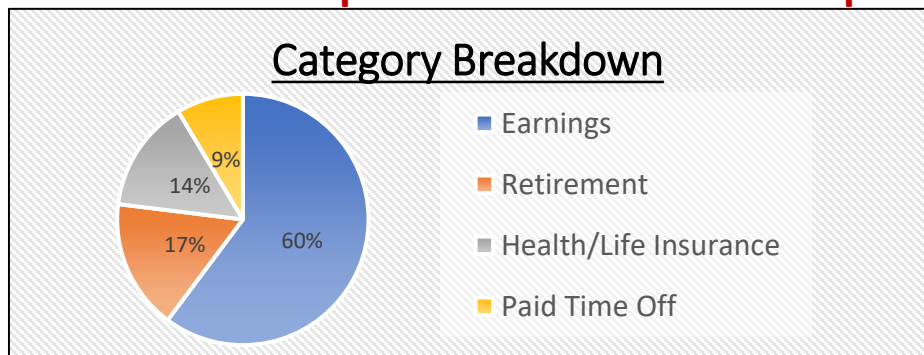


# Total Compensation Estimate Example

<b>Employee Earnings</b>	
National average salary (used for demonstrative purposes only)	\$ 62,600.00
<b>Employer Paid Benefits</b>	
<b>Federal Employee Retirement System (FERS) and Thrift Savings Plan (TSP)</b>	
FERS Basic Benefit (new hire) government contribution	\$ 10,391.60
1% Judiciary TSP contribution	\$ 626.00
TSP employer match (up to 4% if employee contributes minimum 5%)	\$ 2,504.00
Social Security (6.2% up to national wage base maximum)	\$ 3,881.20
<b>Total retirement benefits paid</b>	<b>\$ 17,402.80</b>
<b>Federal Employee Health Benefits (FEHB) and Federal Employee Group Life Insurance (FEGLI)</b>	
FEHB health insurance*	\$ 14,927.38
FEGLI Basic Life insurance**	\$ 125.97
<b>Total health/life insurance paid</b>	<b>\$ 15,053.35</b>
<b>Paid Time Off (annual leave (0-3 years accrual rate***, sick leave, holidays)</b>	<b>\$ 8,908.46</b>
<b>Total time off paid</b>	<b>\$ 8,909.60</b>
<b>Total employer benefits paid</b>	<b>\$ 41,365.75</b>

**Total Compensation Estimate Example \$ 103,965.75**



\*Based upon average cost of over 20 FEHB plan options with judiciary paying approximately 72% of total premium.

\*\*Judiciary pays \$.075 for every \$1,000 of Basic Life insurance.

\*\*\*Annual leave accrual increases with tenure:

0-3 years of service: earn 4 hours/pay period

4-15 years of service: earn 6 hours/pay period

15+ years of service: earn 8 hours/pay period

Sick leave accrues at 4 hours/pay period.

All employees are eligible for a minimum of 11 paid holidays per year.

**Information provided is for illustrative purposes only to demonstrate the added value of employer-paid benefits. Salaries and premiums used are based upon national average with actual wage and subsequent benefits dependent upon position, qualification requirements, and experience.**