

### COMERI Pay Example: Esteemed Staff

	2018 (board approved)	\$175,000.00	% increase per year			
	2019	\$182,000.00	4			
	2020	\$189,280.00		Example per year:	\$100,000.00	\$380,381.69
	2021	\$196,851.20		COMERI Overhead	\$15,000.00	
	2022	\$204,725.25		Hours	494.24	
	2023	\$212,914.26		FTE	0.26	
	2024	\$221,430.83		Employee Pay	\$75,555.56	
	2025	\$230,288.06		Employee paid tax	\$9,444.44	
	2026	\$239,499.58		Total towards Employee	\$85,000.00	
					• Effective COMERI • OVERHEAD: Based • on total incoming • grant total	15.0%
	<b>Benefits</b>	<b>% of base salary</b>	<b>Amount</b>	<b>Vacation:</b>		
	401k	10	\$23,949.96	Standard	3	
	Health/insurance	10	\$23,949.96	Fed/Holiday	2	
	<b>TOTAL</b>		<b>\$47,899.92</b>	<b>TOTAL</b>	<b>5</b>	
	Employee salary + benefits			Total Cost per year	\$323,324.44	
	<b>TOTAL</b>		<b>\$287,399.50</b>	Total Hourly Rate	\$171.98	
	COMERI Overhead %	15		COMERI (tax)	\$19.11	
				Employee total	\$152.87	
				Employee taxable	\$127.39	
	<b>COMERI Tax Costs</b>	<b>% of base salary</b>		Employee benefit	\$25.48	
	FICA (7.5% x 2)	15	\$35,924.94			

**Notes:**

- The COMERI Board approved the baseline pay structure in 2018. The above example includes a 4% cost-of-living increase per year.
- The key aspect of this business model is that COMERI's indirect costs is based on the total incoming grant. This number is within new government requirements to not exceed 15%.
- Employee benefits are based on current estimates for health and life insurance that are to be managed by the employee's benefit choices, i.e., 401k fund manager and health insurance carrier.
- As per 501-c3 rules, non-base, i.e., bonuses awarded to COMERI staff are strictly prohibited.