

THE COST OF WAGES & FRINGE BENEFITS FOR A RAILROAD CLERK



The figures shown below illustrate the per-employee per-month cost to a railroad employer for the wages and benefits provided to each Railroad Clerk effective January 1, 2008. The computations are based on the average national rate of \$23.90 per hour, and a work-year of 2,307* *average composite straight-time equivalent hours*. Hours include straight-time, overtime (at 1.5 ST hours for each OT hour) and all hours paid for time not worked such as vacation, personal leave, sick pay, jury duty, bereavement, etc.

Cost Item		Monthly Cost	
Wage per hour effective October 1, 2007 ----->	\$23.90		
Hours Per Month (2307/12) ----->	192.25		
Monthly Wage		\$4,594.78	
National Health & Welfare Plan			
GA-23000 FO Health Insurance (non-hospital assoc. road)		\$1,060.45	
Life insurance and accidental death and dismemberment benefits for employees, hospital, surgical and medical benefits for employees and dependents, and life insurance for retired employees			
GA-23000 AO (on-duty injury) Coverage		\$15.18	
Service Fees		\$0.98	
National Dental Plan		\$45.72	
National Vision Plan		\$10.16	
GA-46000 National Early Retirement Major Medical Benefit Plan (ERMA)		\$110.98	
Total Insurance Cost		\$1,243.47	
Railroad Retirement			
Tier I	6.20%	\$284.88	
Tier II	12.10%	\$555.97	
Medicare	1.45%	\$66.62	
RUIA (on first \$1280 per month) Average for Class I Carriers	4.30%	\$55.04	
Total Payroll Taxes		\$962.51	
Total Monthly Fringe Benefit Costs		\$2,205.98	Annual Cost
Monthly Wage Costs		\$4,594.78	\$26,471.76
Total Monthly Cost to Employer		\$6,800.76	\$55,137.36
Employee Monthly Health & Welfare Cost-Sharing		\$166.25	\$1,995.00

*Average Composite straight-time equivalent hours for Clerks in 2006, the most recent year for which the figure is available.