

## What You Will Learn

- Identify typical employee benefits.
- Describe how to calculate other important employee benefits.
- Determine the value of a job offer by calculating employee benefits.

- 
- Employee benefits (fringe benefits)
    - Health insurance
    - Vision insurance
    - Dental insurance
    - Life insurance
    - Disability insurance
    - Retirement accounts

---

Total annual employee benefits = benefit 1 + benefit 2 + benefit 3...

Total annual value of job = annual gross pay + total annual employee benefits

Arturo is a curator at a local historical museum. He earns an annual salary of \$53,160. Each month, he also receives \$35 for a cell phone and \$75 for travel. Determine the total annual value of Arturo's job.

$$\begin{array}{l} 53,160/\text{year} \\ 53,160 + 1,320 = 54,480 \\ \hline 35 + 75/\text{month} \\ 110/\text{month} \\ \$ 1,320 \end{array}$$

- 
- Job expenses
    - Union dues
    - Uniform
    - Tools
    - Parking expenses
    - Cost of commuting

---

Annual value of job = annual gross pay + total annual employee benefits - job expenses

Melissa is an auditor for a bank. She earns an annual salary of \$68,960. Because her job requires her to travel to the different branches of the bank, she also receives a \$90 monthly travel allowance. In addition, she receives a \$45 monthly allowance for a cell phone. Melissa also belongs to her professional labor union and pays monthly dues of \$23.50. Determine the annual value of Melissa's job.

$$\begin{array}{r} 68,960 \\ + 1,338 \\ \hline 70,298 \end{array}$$

70,298

$$\begin{array}{r} 90 \\ + 45 \\ \hline 135 \\ - 23.50 \\ \hline \$111.50 \end{array} \text{ monthly}$$

$\$111.50 \times 12 = 1,338$

- 
- Stipend
    - Extra pay for
      - Extra duties
      - Completing classes
      - Paying for work materials out of your own pocket

---

---

---

Practice *sec* 6.5 pg.  
340: 2, 11-23A

---