

**AT&T Mobility Orange "Better Off" - New Wages Minus Health Care Costs (Hired Before 01/01/2017)**

	<b>Current</b>	<b>Yr 1</b>	<b>Yr 2</b>	<b>Yr 3</b>	<b>Yr 4</b>	<b>Total</b>
<b>Top of Scale Weekly Wage Rate</b>						
Retail Sales Consultant	\$691.00	\$706.50	\$777.00	\$794.50	\$812.50	
Sales Support Representative	\$910.50	\$931.00	\$959.00	\$980.50	\$1,002.50	
Customer Service Rep I	\$743.00	\$759.50	\$782.50	\$800.00	\$818.00	
Customer Support Specialist	\$810.00	\$828.00	\$853.00	\$872.00	\$891.50	
COS Sales Advocate	\$688.50	\$704.00	\$735.00	\$751.50	\$768.50	
Wireless Technician	\$1,562.50	\$1,597.50	\$1,645.50	\$1,682.50	\$1,720.50	

**New Annual Wage Dollars Over Current**

Retail Sales Consultant *		\$806	\$1,972	\$2,882	\$3,818	\$9,478
Sales Support Representative		\$1,066	\$2,522	\$3,640	\$4,784	\$12,012
Customer Service Rep I		\$858	\$2,054	\$2,964	\$3,900	\$9,776
Customer Support Specialist		\$936	\$2,236	\$3,224	\$4,238	\$10,634
COS Sales Advocate *		\$806	\$1,918	\$2,776	\$3,660	\$9,160
Wireless Technician		\$1,820	\$4,316	\$6,240	\$8,216	\$20,592

\* **Note:** Money moved from commission to base pay removed for RSC (\$2,500/yr) & COS (\$500/yr)

**Health Care Plan Costs (Monthly Contributions + Annual Deductible)**

Option 1 - Single

Monthly Contributions	\$89	\$88	\$98	\$110	\$111	
Annual Deductible	\$500	\$650	\$700	\$750	\$750	
<b>Total Costs</b>	<b>\$1,568</b>	<b>\$1,706</b>	<b>\$1,876</b>	<b>\$2,070</b>	<b>\$2,082</b>	

Option 1 - Family (Spouse & Children)

Monthly Contributions	\$260	\$256	\$286	\$321	\$324	
Annual Deductible	\$1,000	\$1,300	\$1,400	\$1,500	\$1,500	
<b>Total</b>	<b>\$4,120</b>	<b>\$4,372</b>	<b>\$4,832</b>	<b>\$5,352</b>	<b>\$5,388</b>	

Option 2 - Single

Monthly Contributions	\$32	\$44	\$57	\$70	\$73	
Annual Deductible	\$1,300	\$1,300	\$1,300	\$1,300	\$1,300	
<b>Total</b>	<b>\$1,684</b>	<b>\$1,828</b>	<b>\$1,984</b>	<b>\$2,140</b>	<b>\$2,176</b>	

Option 2 - Family (Spouse & Children)

Monthly Contributions	\$93	\$128	\$166	\$205	\$212	
Annual Deductible	\$2,600	\$2,600	\$2,600	\$2,600	\$2,600	
<b>Total</b>	<b>\$3,716</b>	<b>\$4,136</b>	<b>\$4,592</b>	<b>\$5,060</b>	<b>\$5,144</b>	

**New Health Care Costs Over Current**

Option 1 - Single		\$138	\$308	\$502	\$514	\$1,462
Option 1 - Family		\$252	\$712	\$1,232	\$1,268	\$3,464
Option 2 - Single		\$144	\$300	\$456	\$492	\$1,392
Option 2 - Family		\$420	\$876	\$1,344	\$1,428	\$4,068

**AT&T Mobility Orange "Better Off" - New Wages Minus Health Care Costs (Hired Before 01/01/2017)**

	<b>Current</b>	<b>Yr 1</b>	<b>Yr 2</b>	<b>Yr 3</b>	<b>Yr 4</b>	<b>Total</b>
<b>"Better Off" - New Wages Minus Health Care Costs</b>						
<u>Option 1 - Single</u>						
Retail Sales Consultant *		\$668	\$1,664	\$2,380	\$3,304	\$8,016
Sales Support Representative		\$928	\$2,214	\$3,138	\$4,270	\$10,550
Customer Service Rep I		\$720	\$1,746	\$2,462	\$3,386	\$8,314
Customer Support Specialist		\$798	\$1,928	\$2,722	\$3,724	\$9,172
COS Sales Advocate *		\$668	\$1,610	\$2,274	\$3,146	\$7,698
Wireless Technician		\$1,682	\$4,008	\$5,738	\$7,702	\$19,130
 <u>Option 1 - Family</u>						
Retail Sales Consultant *		\$554	\$1,260	\$1,650	\$2,550	\$6,014
Sales Support Representative		\$814	\$1,810	\$2,408	\$3,516	\$8,548
Customer Service Rep I		\$606	\$1,342	\$1,732	\$2,632	\$6,312
Customer Support Specialist		\$684	\$1,524	\$1,992	\$2,970	\$7,170
COS Sales Advocate *		\$554	\$1,206	\$1,544	\$2,392	\$5,696
Wireless Technician		\$1,568	\$3,604	\$5,008	\$6,948	\$17,128
 <u>Option 2 - Single</u>						
Retail Sales Consultant *		\$662	\$1,672	\$2,426	\$3,326	\$8,086
Sales Support Representative		\$922	\$2,222	\$3,184	\$4,292	\$10,620
Customer Service Rep I		\$714	\$1,754	\$2,508	\$3,408	\$8,384
Customer Support Specialist		\$792	\$1,936	\$2,768	\$3,746	\$9,242
COS Sales Advocate *		\$662	\$1,618	\$2,320	\$3,168	\$7,768
Wireless Technician		\$1,676	\$4,016	\$5,784	\$7,724	\$19,200
 <u>Option 2 - Family</u>						
Retail Sales Consultant *		\$386	\$1,096	\$1,538	\$2,390	\$5,410
Sales Support Representative		\$646	\$1,646	\$2,296	\$3,356	\$7,944
Customer Service Rep I		\$438	\$1,178	\$1,620	\$2,472	\$5,708
Customer Support Specialist		\$516	\$1,360	\$1,880	\$2,810	\$6,566
COS Sales Advocate *		\$386	\$1,042	\$1,432	\$2,232	\$5,092
Wireless Technician		\$1,400	\$3,440	\$4,896	\$6,788	\$16,524

\* **Note:** Money moved from commission to base pay removed for RSC (\$2,500/yr) & COS (\$500/yr)