Comparative Annual Consultant-AOT Employee Costs

	Hourly	Overhead Rate Overhead		10% Fixed Total Fee Hourly		Cost Per	
	Wage					2,080 Hours	Multiplied by 24 Employee Equivalents
Consultant	\$35.42	161.58%	\$57.26	\$9.27	\$101.95	\$212,056.00	\$5,089,344.00
AOT Employee	\$28.67	161.58%	\$46.32	\$0	\$74.99	\$155,979.20	\$3,743,500.80

Diff Consultant vs AOT Employee (annually) \$56,076.80 X 24 new employees (annually) \$1,345,843.20

Assumptions

Mid-level AOT employee average salary Similar overhead costs between consultants and AOT employees

Lifecycle Consultant-AOT Employee Costs: Costs per 2,080 Hours and Long-Term Liabilities for 24 Employees

	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Consultant	\$5,089,344	\$5,089,344	\$5,089,344	\$5,089,344	\$5,089,344	\$5,089,344	#########	\$5,089,344	\$5,089,344	\$5,089,344
AOT Employee	\$3,743,501	\$3,743,501	\$3,743,501	\$3,743,501	\$3,743,501	\$3,743,501	########	\$3,743,501	\$3,743,501	\$3,743,501
	2026	2027	2028	2029	2030	2031	2032	2033		2035
Consultant	\$5,089,344	\$5,089,344	\$5,089,344	\$5,089,344	\$5,089,344	\$5,089,344	########	\$5,089,344	\$5,089,344	\$5,089,344
AOT Employee	\$3,743,501	\$3,743,501	\$3,743,501	\$3,743,501	\$3,743,501	\$3,743,501	########	\$3,743,501	\$3,743,501	\$3,743,501
	2036	2037		2039	2040	2041	2042	2043	2044	2045
Consultant	\$5,089,344	\$5,089,344	\$5,089,344	\$5,089,344	\$5,089,344	\$5,089,344	########	\$5,089,344	\$5,089,344	\$5,089,344
AOT Employee	\$3,743,501	\$3,743,501	\$3,743,501	\$3,743,501	\$3,743,501	\$3,743,501	########	\$3,743,501	\$3,743,501	\$3,743,501
	2046	2047	2048	2049	2050	2051	2052	2053	2054	2055
Consultant	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
AOT Employee	\$368,160	\$368,160	\$368,160	\$368,160	\$368,160	\$368,160	\$368,160	\$368,160	\$368,160	\$368,160
	2056	2057	2058	2059	2060	2061	2062	2063	2064	2065
Consultant	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
AOT Employee	\$368,160	\$368,160	\$368,160	\$368,160	\$368,160	\$368,160	\$368,160	\$368,160	\$368,160	\$368,160
	20//	20/7	20/0	20/0	2070	2071				
Concultant	2066 \$0	2067 \$0	2068 \$0	2069 \$0	2070	2071 \$0				
Consultant	\$0 \$368,160	\$368,160	\$0 \$368,160	\$368,160	\$0 \$368,160	\$184,080				
AOT Employee	\$300,10U	\$300,10U	\$300,100	\$300,100	φ300,10U	\$104,000				

Total Consultant Costs x 30 years Total AOT Employees Costs x 30 years + long term liabilities \$152,680,320 \$121,693,110 **Assumptions**

Assumes AOT employee begins work at the agency at age 25 and works for 30 years, with a retirement age of 55 Long-term health care benefit liabilities begin at retirement at last through the age of 80.5 (average life expectancy for Vermont according the Centers for Disease Control

The cost for year 2071 is half to account for the 80.5 year life expectancy.