

6-6-18 OSEA PROPOSAL New Sched 1%/1%/1% with Smoothing of Schedule in Year 1							
	Annual Salary Cost	AP Costs	AP Rate of Wages	Total Salary Cost	0% PERS Savings	Total After Savings Applied	Single Year Salary Cost Increase from Prior Year
Base Year @ 6/29/18	\$18,076,325.57	5,632,583.00	31.16%	23,708,908.57	-	23,708,908.57	
Year 1 Steps on New Sched - Smooth all Steps 1.0% COLA Adj to Schedule	\$18,929,779.61	6,227,897.00	32.90%	25,157,676.61	-	25,157,676.61	\$853,454.05
Year 2 Steps on New Sched 1.0% COLA Adj to Schedule	\$19,421,887.13	7,671,645.00	39.50%	27,093,532.13	-	27,093,532.13	\$492,107.52
Year 3 Steps on New Sched 1.0% COLA Adj to Schedule	\$19,904,259.28	7,862,182.00	39.50%	27,766,441.28	-	27,766,441.28	482,372.15
Total - Life of the Contract	58,255,926.03	21,761,724.00		80,017,650.03	-	80,017,650.03	
Assumptions: Staffing / FTE based on Spring 2018 Scatagram for bargaining purposes - assumes 456.1 FTE Employee Count Set at 601 Employees							

6-6-18 OSEA PROPOSAL New Sched 1%/1%/1% with Smoothing of Schedule in Year 1				
Projected Salary & AP Cost Increase - Length of the Contract				
Year 1	853,454.05	853,454.05	853,454.05	
Year 2		492,107.52	492,107.52	
Year 3			482,372.15	
Total Proj Salary Increases	853,454.05	1,345,561.56	1,827,933.72	4,026,949.32
Rate Applied	32.90%	39.50%	39.50%	
Total Proj AP Cost Increases	280,786.00	531,497.00	722,034.00	1,534,317.00
Total Proj Salary + AP Cost Increases	1,134,240.05	1,877,058.56	2,549,967.72	5,561,266.32

Projected Insurance Cost Increase - Length of the Contract Assumes Cap Increases at \$15/\$15/\$15				
Year 1	69,960.00	69,960.00	69,960.00	
Year 2		74,808.00	74,808.00	
Year 3			69,960.00	
Total Proj Salary Increases	69,960.00	144,768.00	214,728.00	429,456.00
Total All Proj Salary + AP + Insurance Cap Cost Increases	1,204,200.05	2,021,826.56	2,764,695.72	5,990,722.32