

							Budget Cash Basis						
										Impacts		Impacts	
							FY 2022	FY 2023	FY 2024	Total	FY 2025	FY 2026	Future
							Cost	Cost	Cost	MOU	Cost	Cost	Deferred Liab.
							(Savings)	(Savings)	(Savings)	Cost/(Savings)	(Savings)	(Savings)	Cost/(Savings)
1	<b>3% Lump Sum Retro Pay</b>												
	CFPEA Total Budgeted Filled Positions - General Fund	No. Employees	Total Salary per Month	12 Month 3% Increase	Days Retro	Avg Per Employee	Adjusted Retro Cost						
	CFPEA Total Budgeted Filled Positions - All Funds	159	909,634	433,135	369	2,754	437,882						
		355	2,467,429	1,193,139	369	3,398	1,206,214						
	CFPEA Total Budgeted Filled Positions - All	355	2,467,429	1,193,139	369	3,398	1,206,214	1,206,214	0	0	1,206,214		
	<b>FY 2022</b>												
2	<b>3% Wage Increase - Effective 6/26/2021</b>												
	CFPEA Total Budgeted Filled Positions - General Fund	No. Employees	Avg Salary per Month	Total Salary per Month	12 Month 3% Increase	Avg Per Employee	Total Cost						
	CFPEA Total Budgeted Filled Positions - All Funds	159	5,918	940,991	376,279	2,724	433,122						
		355	7,186	2,551,066	1,036,521	3,366	1,194,872						
	CFPEA Total Budgeted Filled Positions - All	355	7,186	2,551,066	1,036,521	3,366	1,194,872	1,194,872	1,194,872	1,194,872	3,584,616	1,194,872	1,194,872
3	<b>Bilingual Premium Pay Increase</b>												
	Current CFPEA Employees - General Fund	No. Employees	Premium per Month	Premium \$100 Increase	Increase per Month	Inc Per Employee	Total Cost						
	Current CFPEA Employees - All Funds	14.55	1,091	1,455	364	25	4,365						
		34	2,550	3,400	850	25	10,200						
	CFPEA Total Budgeted Filled Positions - All	34	2,550	3,400	850	25	10,200	5,492	10,200	10,200	25,892	10,200	10,200
	<b>FY 2023</b>												
4	<b>3% Wage Increase - Effective 7/1/2022</b>												
	CFPEA Total Budgeted Filled Positions - General Fund	No. Employees	Avg Salary per Month	Total Salary per Month	12 Month 3% Increase	Avg Per Employee	Total Cost						
	CFPEA Total Budgeted Filled Positions - All Funds	159	6,185	983,479	693,911	2,300	365,632						
		355	7,516	2,668,035	1,884,329	2,753	977,280						
	CFPEA Total Budgeted Filled Positions - All	355	7,516	2,668,035	1,884,329	2,753	977,280	0	977,280	977,280	1,954,560	977,280	977,280
	<b>FY 2024</b>												
5	<b>3% Wage Increase - Effective 7/1/2023</b>												
	CFPEA Total Budgeted Filled Positions - General Fund	No. Employees	Avg Salary per Month	Total Salary per Month	12 Month 3% Increase	Avg Per Employee	Total Cost						
	CFPEA Total Budgeted Filled Positions - All Funds	159	6,431	1,022,541	1,055,212	2,615	415,858						
		355	7,822	2,776,741	2,871,529	3,205	1,137,860						
	CFPEA Total Budgeted Filled Positions - All	355	7,822	2,776,741	2,871,529	3,205	1,137,860	0	0	1,137,860	1,137,860	1,137,860	1,137,860
	<b>FY 2025</b>												
6	<b>Step Increase Only</b>												
	CFPEA Total Budgeted Filled Positions - General Fund	No. Employees	Avg Salary per Month	Total Salary per Month	12 Month 0% Increase	Avg Per Employee	Total Cost						
	CFPEA Total Budgeted Filled Positions - All Funds	159	6,455	1,026,419	1,059,161	28	4,516						
		355	7,850	2,786,578	2,873,167	32	11,492						



							Budget Cash Basis							
										Impacts		Impacts		
							FY 2022	FY 2023	FY 2024	Total	FY 2025	FY 2026	Future	
							Cost	Cost	Cost	MOU	Cost	Cost	Deferred Liab.	
							(Savings)	(Savings)	(Savings)	Cost/(Savings)	(Savings)	(Savings)	Cost/(Savings)	
		No. Employees	Total Salary per Month	12 Month 3% Increase	Days Retro	Avg Per Employee	Adjusted Retro Cost	0	0	0	0	0	0	
12	<b>Safety Boot Voucher</b>													
		No. Employees												
	General Fund	143											3,070	
	All Funds	353											12,750	
							0	0	0	0	0	0		
13	<b>Employee Incentive Time Off Program Elimination</b>													
		No. Employees	Hours Discontinued											
	General Fund	22	688										(22,263)	
	All Funds	23	736										(23,589)	
							0	0	0	0	0	0		
<b>Total MOU costs (savings)</b>							355	1,200,364	2,182,352	3,320,212	6,702,928	3,331,704	3,333,348	363,427

## Summary Analysis of MOU Unit 13 CFPEA

<b>General Fund - Budget Cash Basis</b>									
<b>FY 2021</b>		FY 2021	FY 2022	FY 2023	FY 2024	Total	FY 2025	FY 2026	Notes
1	<b>3% Lump Sum Retro Pay</b>	437,882				437,882			
	<b>Subtotal</b>	437,882	0	0		437,882	0	0	
<b>FY 2022</b>		FY 2021	FY 2022	FY 2023	FY 2024	Total	FY 2025	FY 2026	
2	<b>3% Wage Increase - 6/21/2021</b>		433,122	433,122	433,122	1,299,366	433,122	433,122	
3	<b>Bilingual Premium Increase - 12/6/2021</b>		2,350	4,365	4,365	11,080	4,365	4,365	
	<b>Subtotal</b>	0	435,472	437,487	437,487	1,310,446	437,487	437,487	
<b>FY 2023</b>		FY 2021	FY 2022	FY 2023	FY 2024	Total	FY 2025	FY 2026	
4	<b>3% Wage Increase - 7/1/2022</b>			365,632	365,632	731,264	365,632	365,632	
	<b>Subtotal</b>	0	0	365,632	365,632	731,264	365,632	365,632	
<b>FY 2024</b>		FY 2021	FY 2022	FY 2023	FY 2024	Total	FY 2025	FY 2026	
5	<b>3% Wage Increase - 7/1/2023</b>				415,858	415,858	415,858	415,858	
	<b>Subtotal</b>	0	0	0	415,858	415,858	415,858	415,858	
<b>FY 2025</b>		FY 2021	FY 2022	FY 2023	FY 2024	Total	FY 2025	FY 2026	
6	<b>Step Only Increase</b>					0	4,516	4,516	
	<b>Subtotal</b>	0	0	0	0	0	4,516	4,516	
<b>FY 2026</b>		FY 2021	FY 2022	FY 2023	FY 2024	Total	FY 2025	FY 2026	
7	<b>Step Only Increase</b>					0	0	309	
	<b>Subtotal</b>	0	0	0	0	0	0	309	
<b>Total MOU costs (savings)</b>		0	435,472	803,119	1,218,977	2,457,568	1,223,493	1,223,802	

## Summary Analysis of MOU Unit 13 CFPEA

<b>All Funds - Budget Cash Basis</b>									
<b>FY 2021</b>		FY 2021	FY 2022	FY 2023	FY 2024	Total	FY 2025	FY 2026	Notes
1	<b>3% Lump Sum Retro Pay</b>	1,206,214				1,206,214			
	<b>Subtotal</b>	1,206,214	0	0		1,206,214	0	0	
<b>FY 2022</b>		FY 2021	FY 2022	FY 2023	FY 2024	Total	FY 2025	FY 2026	
2	<b>3% Wage Increase - 6/21/2021</b>		1,194,872	1,194,872	1,194,872	3,584,616	1,194,872	1,194,872	
3	<b>Bilingual Premium Increase - 12/6/2021</b>		5,492	10,200	10,200	25,892	10,200	10,200	
	<b>Subtotal</b>	0	1,200,364	1,205,072	1,205,072	3,610,508	1,205,072	1,205,072	
<b>FY 2023</b>		FY 2021	FY 2022	FY 2023	FY 2024	Total	FY 2025	FY 2026	
4	<b>3% Wage Increase - 7/1/2022</b>			977,280	977,280	1,954,560	977,280	977,280	
	<b>Subtotal</b>	0	0	977,280	977,280	1,954,560	977,280	977,280	
<b>FY 2024</b>		FY 2021	FY 2022	FY 2023	FY 2024	Total	FY 2025	FY 2026	
5	<b>3% Wage Increase - 7/1/2023</b>				1,137,860	1,137,860	1,137,860	1,137,860	
	<b>Subtotal</b>	0	0	0	1,137,860	1,137,860	1,137,860	1,137,860	
<b>FY 2025</b>		FY 2021	FY 2022	FY 2023	FY 2024	Total	FY 2025	FY 2026	
6	<b>Step Only Increase</b>					0	11,492	11,492	
	<b>Subtotal</b>	0	0	0	0	0	11,492	11,492	
<b>FY 2026</b>		FY 2021	FY 2022	FY 2023	FY 2024	Total	FY 2025	FY 2026	
7	<b>Step Only Increase</b>					0	0	1,644	
	<b>Subtotal</b>	0	0	0	0	0	0	1,644	
<b>Total MOU costs (savings)</b>		0	1,200,364	2,182,352	3,320,212	6,702,928	3,331,704	3,333,348	