

**Breakdown of Estimated Savings/Costs Over Term of Proposed MOU's  
Unit 4 & 9 Combined**

	<b>Year 1 (as of 9/11/14) FY15</b>	<b>Year 2 FY16</b>	<b>Year 3 FY17</b>	<b>Total</b>
<b>Pension Contribution:</b>				
Tier I & II increase by 2%	\$ 1,003,430	\$ 1,287,940	\$ 1,303,550	\$ 3,594,920
New Hires increase by 4%	\$ 74,370	\$ 235,200	\$ 367,480	\$ 677,050
2% wage delay 1/1/2015 (6 mos.)	\$ 800,250	0	0	\$ 800,250
<b>Health and Welfare Contribution:</b>				
Shift contribution 80/20% to 75/25%	\$ 349,320	\$ 465,760	\$ 465,760	\$ 1,280,840
Eliminate Wellness Program	\$ 91,700	\$ 734,180	\$ 745,680	\$ 1,571,560
<b>Total Expense Savings</b>	<b>\$ 2,319,070</b>	<b>\$ 2,723,080</b>	<b>\$ 2,882,470</b>	<b>\$ 7,924,620</b>
Reduce Vacation Leave and Sick Leave by 0.5 hours/mo. <sup>(2)</sup>	N/A	N/A	N/A	N/A
2% increase 7/1/2015 <sup>(1)</sup>	0	\$ (1,399,540)	\$ (1,399,540)	\$ (2,799,080)
2% wage increase 12/31/2016 <sup>(1)</sup>	0	0	\$ (719,300)	\$ (719,300)
1% Pension Contribution Effect for DROP Members not making Contrib. <sup>(3)</sup>	\$ (30,920)	\$ (41,230)	\$ (41,230)	\$ (113,380)
<b>Total Contract Costs</b>	<b>\$ (30,920)</b>	<b>\$ (1,440,770)</b>	<b>\$ (2,160,070)</b>	<b>\$ (3,631,760)</b>
<b>Net Contract Savings</b>	<b>\$ 2,288,150</b>	<b>\$ 1,282,310</b>	<b>722,400</b>	<b>4,292,859</b>
<b>FY 2015 Adopted Appropriations:</b>				
Salary/Fringe Budget	\$ 81,004,695			
<b>Savings as a Percentage of:</b>				
FY15 Salary/Fringe Budget	2.82%	1.58%	0.89%	5.30%

**Notes:**

- (1) 2% wage delay and increase doesn't include premium pay effect. This increase becomes part of the base in the forecast.
- (2) Accrual balances impact liability value and not cash.
- (3) 1% City cost for Sworn DROP members not making a contribution.