

**CFPEA MOU NEGOTIATIONS AND CLASSIFICATION COMPENSATION STUDY
COSTING**

Revised 6/21/2018

	FY19 GF	FY19 All Funds	FY20 GF	FY20 All Funds
1.5% Wage Increase for 13A July 2018 w/ Pension & Medicare (Full Year)	\$ 108,955.04	\$ 365,090.56	\$ 108,955.04	\$ 365,090.56
2.5% General Wage Increase July 23, 2018 w/ Pension & Medicare	\$ 204,128.66	\$ 604,085.90	\$ 221,139.38	\$ 654,426.39
Equity Increases July 23, 2018 w/ Pension & Medicare	\$ 378,530.44	\$ 1,436,738.73	\$ 410,074.64	\$ 1,556,466.96
Employee Incentive Time Off w/ Medicare Aug. 2018	\$ 16,331.37	\$ 16,843.38	\$ 22,322.06	\$ 23,021.97
Total FY19	\$ 707,945.51	\$ 2,422,758.57		
Subtotal FY20			\$ 762,491.12	\$ 2,599,005.87
2.5% General Wage Increase July 8, 2019 w/ Pension & Medicare			\$ 218,818.76	\$ 655,522.43
Subtotal FY20			\$ 218,818.76	\$ 655,522.43
Total FY20			\$ 981,309.87	\$ 3,254,528.31

NOTES:

Effective date of 1.5% wage increase for 13A impacts the full 2019 Fiscal Year.

Effective date of general wage increase impacts 24 of 26 pay periods in the implementation year.

Effective date of equity increase pursuant to Class & Comp Study impacts 24 of 26 pay periods in the implementation year.

Employee Incentive Time Off for 13B assumes employees achieve the maximum benefit; impacts 3 measurement periods in the implementation year.

Pension cost is 11.39% for employees hired before 6/29/2015, and 9.89% for employees hired on/after 9/29/2015.

Medicare cost is 1.45%.