

**Summary of Estimated Savings/Costs Over Term of Proposed MOU with CFPEA**  
**276 FTE's**  
**June 25, 2015**

	<u>FY 16</u>	<u>FY 17</u>
Annual Base Salary	\$19,306,923	\$19,789,596
Salary, Pension, Medicare	\$21,911,427	\$22,459,213
1% of Salary, Pension, Medicare	\$219,114	\$224,592
Average Hourly Rate	\$33.63	\$34.47
Number of FTE's	276	
Number of FTE's in Gen Fund	100	
% in Gen Fund	36%	

**City Proposals - Annual Costs and Savings by Fiscal Year**

	<u>FY 16-All</u>	<u>FY 16-GF</u>	<u>FY 17-All</u>	<u>FY 17-GF</u>
2% Salary Increase After Ratification	\$411,692	\$149,164	\$411,692	\$149,164
2.5% eff July 1, 2016			\$547,786	\$198,473
5% equity adjustment for Water/Wastewater	\$43,410	\$0	\$43,410	\$0
3% equity adjustment for Legal Secy	\$16,926	\$16,926	\$16,926	\$16,926
New EE's pay additional 1.5% pension	(\$14,480)	(\$5,246)	(\$28,960)	(\$10,493)
Net Health Insurance Increase	(\$76,292)	(\$27,642)	\$194,769	\$70,658
Reduction of one Holiday	(\$74,257)	(\$26,905)		
Administrative Leave Cashout	(\$111,386)	(\$40,357)		
Eliminate Supplemental Admin Leave				
Max of 80 hours of Supplemental Sick				
Reduced Leave accumulation for new EE's				
Workers Comp to 66.67%				
<b>FY Totals</b>	<b>\$195,612</b>	<b>\$65,939</b>	<b>\$1,185,622</b>	<b>\$424,728</b>

**Notes**

- 1 Workers Compensation savings will be determined by actual usage.
- 2 The estimated health insurance premium savings in FY 16 compared to current cost sharing is \$200,609 for all EE's and \$71,765 for EE's in the General Fund.
- 3 The City's retirement contribution in FY 16 is 12.04%.
- 4 For the purposes of calculating pension savings, a turnover rate of 5% is assumed.
- 5 No short term savings on supplemental admin leave, supplemental sick leave and reduced annual leave for new EE's. Structural change with long term savings.