

Estimated Cost of FAPSS/OE3 Successor MOU

	FY20 Airports Funds		FY21 Airports Funds	
3% Wage Increase w/ Pension/Social Security & Medicare	\$	12,086	\$	14,283
Vacation Accrual Increase	\$	2,557	\$	2,634
Sick Leave Accrual Increase	\$	2,557	\$	2,634
Night Shift Differential Increase w/ Medicare	\$	2,216	\$	2,216
Total FY20	\$	19,416	4.07%	
Subtotal FY21			\$	21,767
3% Wage Increase w/ Pension/Social Security & Medicare			\$	12,459
Creation of F Step effective 2/1/2021			\$	5,795
Subtotal FY20			\$	18,254
Total FY21			\$	40,021
				8.40%

NOTES:

1% salary increase cost with Pension and Medicare is \$4,633 to Airports Funds.

1% salary increase cost without roll-ups is \$4,109 to Airports Funds.

1% salary increase cost is with Pension, Medicare, and POST is \$4,765 to Airports Funds.

Effective date of wage increase impacts 22 of 26 pay periods in the implementation year.

Pension cost for Full-Time Employees is 18.59% if hired before 6/29/2015, and 16.59% if hired on/after 6/29/2015.

Social Security cost for Part-Time Employees is 6.2%.

Medicare cost is 1.45%.