

This is intended to illustrate the overall annual salary impact of the SEBAC2017 Framework

This incorporates all of the monetary items involved:

General Wage Increases * Longevity * Steps Increments * TopStep Payments * 2018
 Bonus * Furloughs * Pension Contributions * Steps Increments

**A&R Member - Salary AR 23 Step 3
 Active Employee Health Insurance Premium - Family**

Salary Impact	7/1/16- 6/30/17 Step 3	7/1/17- 6/30/18 Step 3	7/1/18- 6/30/19 Step 3	7/1/19- 6/30/20 Step 4	7/1/20- 6/30/21 Step 5
A&R Beginning Pay Plan Salary	\$71,026	\$71,026	\$71,026	\$71,026	\$76,015
3 Furlough Days 2017-18	\$0	-\$816	\$0	\$0	\$0
October Longevity	\$0	\$0	\$0	\$0	\$0
April Longevity	\$0	\$0	\$0	\$0	\$0
July 1, 2018 Bonus	\$0	\$0	\$2,000	\$0	\$0
3.5% General Wage Increase	\$0	\$0	\$0	\$2,486	\$2,661
January 2020 Step Increase	\$0	\$0	\$0	\$2,503	\$0
January 2021 Step Increase	\$0	\$0	\$0	\$0	\$2,585
Ending Salary	\$71,026	\$70,210	\$73,026	\$76,015	\$81,261
Additional Pre-Tax Contributions					
Health Insurance Premium - Family	\$0	\$0	\$0	\$0	\$0
1.5% of Salary to Pension	\$0	-\$1,053	-\$1,095	-\$1,140	-\$1,219
Additional .05% of Salary to Pension	\$0	\$0	\$0	-\$380	-\$406
Total Pre-Tax Contributions	\$0	-\$1,053	-\$1,095	-\$1,520	-\$1,625
Salary After Pre-Tax Contributions	\$71,026	\$69,156	\$71,931	\$74,495	\$79,636

*Health Insurance Premium increases:

the POS family plans already exceed 15%, so no increase until 7/1/21 when it will increase a fraction of a point to 16%

the POS 1+1 plans already exceed 16%, so there will be no increases

Longevity

For this example, we presumed the employee does not have longevity payments.

Obviously an employee on 23 Step 3 could qualify for longevity and those payments would

simply be added to chart above