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
- Top Step Payments
- 2018 Bonus
- Furloughs
- Pension Contributions
- Steps Increments

### A&R Member - Salary AR 23 Step 3

**Active Employee Health Insurance Premium - Family**

<table>
<thead>
<tr>
<th></th>
<th>7/1/16- 6/30/17</th>
<th>7/1/17- 6/30/18</th>
<th>7/1/18- 6/30/19</th>
<th>7/1/19- 6/30/20</th>
<th>7/1/20- 6/30/21</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Salary Impact</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A&amp;R Beginning Pay Plan Salary</td>
<td>$71,026</td>
<td>$71,026</td>
<td>$71,026</td>
<td>$71,026</td>
<td>$76,015</td>
</tr>
<tr>
<td>3 Furlough Days 2017-18</td>
<td>$0</td>
<td>-$816</td>
<td>$0</td>
<td>$0</td>
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</tr>
<tr>
<td>October Longevity</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>April Longevity</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>July 1, 2018 Bonus</td>
<td>$0</td>
<td>$0</td>
<td>$2,000</td>
<td>$0</td>
<td>$0</td>
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<tr>
<td>3.5% General Wage Increase</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$2,486</td>
<td>$2,661</td>
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<tr>
<td>January 2020 Step Increase</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$2,503</td>
<td>$0</td>
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<tr>
<td>January 2021 Step Increase</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$2,585</td>
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<tr>
<td><strong>Ending Salary</strong></td>
<td>$71,026</td>
<td>$70,210</td>
<td>$73,026</td>
<td>$76,015</td>
<td>$81,261</td>
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</tbody>
</table>

### Additional Pre-Tax Contributions

<table>
<thead>
<tr>
<th></th>
<th>7/1/16- 6/30/17</th>
<th>7/1/17- 6/30/18</th>
<th>7/1/18- 6/30/19</th>
<th>7/1/19- 6/30/20</th>
<th>7/1/20- 6/30/21</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Insurance Premium - Family</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
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<tr>
<td>1.5% of Salary to Pension</td>
<td>$0</td>
<td>-$1,053</td>
<td>-$1,095</td>
<td>-$1,140</td>
<td>-$1,219</td>
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<tr>
<td>Additional .05% of Salary to Pension</td>
<td>$0</td>
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<td>$0</td>
<td>-$380</td>
<td>-$406</td>
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<tr>
<td><strong>Total Pre-Tax Contributions</strong></td>
<td>$0</td>
<td>-$1,053</td>
<td>-$1,095</td>
<td>-$1,520</td>
<td>-$1,625</td>
</tr>
</tbody>
</table>

| **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.