

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 9
Active Employee Health Insurance Premium - Family

| | 7/1/16- 6/30/17 | 7/1/17- 6/30/18 | 7/1/18- 6/30/19 | 7/1/19- 6/30/20 | 7/1/20- 6/30/21 |
|---|--------------------|--------------------|--------------------|--------------------|--------------------|
| Salary Impact | | | | | |
| A&R Beginning Pay Plan Salary | \$85,597 | \$85,597 | \$85,597 | \$85,597 | \$88,593 |
| 3 Furlough Days 2017-18 | \$0 | -\$984 | \$0 | \$0 | \$0 |
| October Longevity | \$568 | \$568 | \$568 | \$568 | \$568 |
| April Longevity | \$568 | \$0 | \$568 | \$568 | \$568 |
| April 2018 Delayed to July 2018 | \$0 | \$0 | \$568 | \$0 | \$0 |
| July 1, 2018 Bonus | \$0 | \$0 | \$1,000 | \$0 | \$0 |
| 3.5% General Wage Increase | \$0 | \$0 | \$0 | \$2,996 | \$3,101 |
| 2.5% Top Step Payment in January | \$0 | \$0 | \$2,140 | \$2,140 | \$2,215 |
| Ending Salary | \$86,733 | \$85,181 | \$90,441 | \$91,869 | \$95,045 |
| Additional Pre-Tax Contributions | | | | | |
| Health Insurance Premium - Family | \$0 | \$0 | \$0 | \$0 | \$0 |
| 1.5% of Salary to Pension | \$0 | -\$1,278 | -\$1,357 | -\$1,378 | -\$1,426 |
| Additional 0.5% of Salary to Pension | \$0 | \$0 | \$0 | -\$459 | -\$475 |
| Total Pre-Tax Contributions | \$0 | -\$1,278 | -\$1,357 | -\$1,837 | -\$1,901 |
| Salary After Pre-Tax Contributions | \$86,733 | \$83,903 | \$89,084 | \$90,031 | \$93,144 |

*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