WAGES

**FY-17** (July 1, 2016 – June 30, 2017) Hard Freeze, Longevity paid on time (this has already happened)

**FY-18** (July 1, 2017 – June 30, 2018) Hard Freeze, 3 Furlough days, October Longevity paid on time, April Longevity Delayed until July 2018

**FY-19** (July 1, 2018 – June 30, 2019) $2000 7/1/18 or ($1000 7/1/18 + Top Step Payment [1/1/19])...all members receive the higher benefit.

**FY-20** (July 1, 2019 – June 30, 2020) 3.5% wage increase (7/1/19) + Step Increment (1/1/20) and Top Step Payment (1/1/20) and longevity on time

**FY-21** (July 1, 2020 – June 30, 2021) 3.5% wage increase (7/1/20) + Step Increment (1/1/21) and Top Step Payment (1/1/21) and longevity on time

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**Active Employee Healthcare Premium Cost Share (impact on premium share rates)**

<table>
<thead>
<tr>
<th>Date</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>7/1/19</td>
<td>+ 1% of insurance cost (Up to a maximum of 15%, some plans already pay 15%)</td>
</tr>
<tr>
<td>7/1/20</td>
<td>+ 1% of insurance cost (Up to a maximum of 15%, some plans already pay 15%)</td>
</tr>
<tr>
<td>7/1/21</td>
<td>+ 1% of insurance cost (Up to a maximum of 16%)</td>
</tr>
<tr>
<td>New Hires</td>
<td>+ 3% of insurance cost upon hire (up to a maximum of 16%)</td>
</tr>
</tbody>
</table>

**Active Employee Healthcare (read the FAQ)**

Non-HEP Drug Co-pay $5/$10/$25/$40
Emergency Room $250 if not admitted (same waiver rules will continue to apply).
Tiering, SmartShopper, Site of Service, other healthcare incentives ([the above FAQ explains these items](#))

**Active Employee Pension Contributions**

<table>
<thead>
<tr>
<th>Date</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>7/1/17</td>
<td>1.5%</td>
</tr>
<tr>
<td>7/1/19</td>
<td>0.5%</td>
</tr>
</tbody>
</table>

Or delay the 7/1/17 start for one year then increase the payment by 0.5% on 7/1/18 through 7/1/22.
Basically, a reprieve for a year but you must pay the money back plus a little more over the next 4 years. ([View how the “delay” option would be implemented](#))

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**Current and Future Retirees (read the FAQ on Medicare Advantage)**

Medicare coverage: Effective January 1, 2018 Medicare Advantage plan (no reduction in benefits or increase in costs)

**Future Retiree Healthcare Premium Cost Share (from retirement until age 65)**

([Future Retiree Impact FAQ](#))
([view the current Retiree Healthcare Premium Cost Share rates, currently the POS plans pay 1.5%](#))

10/2/17 Increase of 1.5% of premium share (does not apply to those who retire prior to 7/1/22 and have 25 years of service). This is paid by retirees upon retirement until age 65.

7/1/22 A total of 5% of premium share, State pays 95%. Paid by retirees until age 65.

**Future Retiree Pension COLA application**

7/1/22 The first pension COLA will be applied 30 months after retirement and a rolling COLA will begin to be utilized (meaning, no waiting for April 1 or October 1 to retire anymore...retire any month and the COLA will be applied 30 months from that date and every year thereafter. There is a circuit breaker built in if inflation is above 5.5%.
**Future Retiree Pension COLA Calculation (effective for those who retire after 6/30/2022)**

No changes for any employee retiring by June 30, 2022
Pension COLA will match CPI-W up to 2%. If CPI-W is above 2% then 2% becomes the floor and the old formula of CPI-W * 0.6 continues to remain in place. (the idea is that if the CPI-W is low, we will simply get the current inflation rate, not an amount above current inflation).
Minimum is 0% and maximum is 7%

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**Tier 4**

Is a Hybrid of defined benefits and defined contributions similar to the Hybrid plan already in place for Higher Education units.
1.3% Multiplier with no breakpoint
5% Contribution minimum with a variable rate of 2% more if the Pension Fund underperforms.
1% contribution minimum into a 457 plan with a 1% State match
60% Overtime cap, 15 Years paying into the Retiree Healthcare Trust Fund/OBEP

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**Benefits**

SEBAC Extended through June 30, 2027
Job Security through June 30, 2021 (Job Security will mimic the 2011 language)
Tuition Reimbursement/Professional Development Retroactively Covered
Longevity remains. Eligibility and leveling up will remain throughout the contract as currently applied
There is no impact on promotional opportunities or processes