

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 - Single | | | | | |
| | 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 | Step 3 | Step 3 | Step 3 | Step 4 | 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 - Single | \$0 | \$0 | \$0 | -\$86 | -\$171 |
| 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 | -\$1,606 | -\$1,796 |
| | | | | | |
| Salary After Pre-Tax Contributions | \$71,026 | \$69,156 | \$71,931 | \$74,409 | \$79,465 |

*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