

This is intended to illustrate the overall annual salary impact of the SEBAC 2017 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 - 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					
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 - Single	\$0	\$0	\$0	-\$86	-\$171
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	-\$1,923	-\$2,072
Salary After Pre-Tax Contributions	\$86,733	\$83,903	\$89,084	\$89,945	\$92,973

*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