

Labor Negotiation Costing Worksheet - Police

September 4, 2019

FY 2019-20 Budgeted Payroll Cost (Salary, PERS, Medicare, Workers Comp) \$1,476,040

Year 1	
COLA - 8.0% retroactive to July 1, 2019	118,083
Additional 2% Employee Pension Contribution (Classic employees only)	(8,963)
Eliminate \$125 Employee Medical Contribution (Active Only)	13,500
Reduced OPEB Contribution - Limit Medical to 90% of 2019 Kaiser Premi	(152,145)
Employee Pays 10% of All Medical Premiums	(14,106)
Clothing Allowance (increase from \$800 to \$1,000 per year)	1,800
Safety Equipment (increase from \$250 to \$300 per year)	600
Total Year 1 Savings	\$ (41,231)

FY 2019-20 Payroll Cost adjusted for FY 2019-20 8.0% COLA \$1,594,123

Year 2	
COLA - 8.0% July 1, 2019	118,083
COLA - 4.0% July 1, 2020	63,765
Additional 1% Employee Pension Contribution (Classic employees only)	(14,112)
Eliminate \$125 Employee Medical Contribution (Active Only)	13,500
Reduced OPEB Contribution - Limit Medical to 90% of 2019 Kaiser Premi	(162,142)
Employee Pays 10% of All Medical Premiums	(14,106)
Clothing Allowance (increase from \$800 to \$1,000 per year)	1,800
Safety Equipment (increase from \$250 to \$300 per year)	600
Additional Year 2 Cost	\$ 7,388

FY 2020-21 Payroll Cost adjusted for FY 2019-20 and FY 2020-21 COLA's \$1,673,829

Year 3	
COLA - 8.0% July 1, 2019	118,083
COLA - 4.0% July 1, 2020	63,765
COLA - 3.0% July 1, 2021	50,215
Additional 1% Employee Pension Contribution (Classic employees only)	(19,377)
Eliminate \$125 Employee Medical Contribution (Active Only)	13,500
Reduced OPEB Contribution - Limit Medical to 90% of 2019 Kaiser Premi	(172,082)
Employee Pays 10% of All Medical Premiums	(14,106)
Clothing Allowance (increase from \$800 to \$1,000 per year)	1,800
Safety Equipment (increase from \$250 to \$300 per year)	600
Additional Year 3 Cost	\$ 42,998

CUMULATIVE COST OVER THREE YEARS **\$ 9,156**

Less: One-Time Budget Savings in 2019-20

Budgeted OPEB Contribution	239,911	
Budgeted Retiree Medical Cost	<u>186,097</u>	
Total Budget	426,008	
2019 Actuarial Valuation	<u>303,615</u>	
One-Time FY 2019-20 Budget Savings	\$122,393	(\$122,393)

NET CUMULATIVE SAVINGS OVER FIRST THREE YEARS **\$ (113,237)**