

SETTLEMENT - Local 200		Variable Fringe	31.55%	29.81%	
			ADDITIONAL COSTS/(SAVINGS)		
	TOPIC	PROPOSED CHANGE	FY2015	FY2016	COMMENTS
2	Wages	July 1, 2014 3% increase July 1, 2015 3.25%	\$883,051	\$1,030,178	salary
			\$278,603	\$307,096	variable fringe
3	Progression on Salary Schedule	First step increase will be changed from six months to 1 year	(\$36,121)	(\$65,468)	salary
			(\$11,396)	(\$19,516)	variable fringe
5	Health and Welfare	93% Employer Pick-Up for Employee Only 93% Employer Pick-Up for Employee Plus 1 83% Employer Pick-Up for Employee Plus 2 or More	\$20,358	\$35,190	
12	PEER Assistance Language	Standby pay as proposed by Agency	(\$26,110)	(\$26,952)	salary
			(\$8,238)	(\$8,034)	variable fringe
14	Tuition Reimbursement	Increased from \$500.00 to \$1,000.00 per person but no increase in total amount			no costing, no change on annual allocation
15	Uniform Allowance	Employees will be given a check in January of each year to cover current expenses for shoes	\$8,850	\$9,300	
16	Union Release Time	President will be given 4 hours per day release time with language allowing for management to deny on a daily basis for emergencies or service needs	\$46,354	\$46,278	salary
			\$14,625	\$13,795	variable fringe
			<b><u>\$1,169,976</u></b>	<b><u>\$1,321,866</u></b>	