

Union Negotiations
2487 Non-Supervisory - Education Proposal Costing

Proposed: Additional % of base pay for degree in any field
 1.5% for employees with Associate's Degree
 3% for employees with Bachelor's Degree
 4.5% for employees with both Degrees

Count used for projection was provided by 2487 and does not include Fire Prevention.

Quantity	Count			Overtime	Annual Average Hours of OT per position	OT to Degree Total Employees in Position	% of Population			
	1.5%	3.0%	4.5%				Associates	Bachelors	Both	
Top Step at FY19 rate	Associates	Bachelors	Both							
Captain	31.10	7	10	1	Captain	24,560.97	35	20.0%	28.6%	2.9%
Engineer	27.72	12	3	1	Engineer	19,112.31	31	38.7%	9.7%	3.2%
Firefighter/Para	27.72	13	8	3	Firefighter/Para	16,952.80	41	31.7%	19.5%	7.3%
Total Count				58			107			
Salary Cost	Associates	Bachelors	Both		OT Cost	Associates	Bachelors	Both		
Captain	9,509.14	27,168.96	4,075.34		Captain	3,437.31	9,820.88	1,473.13		
Engineer	14,529.72	7,264.86	3,632.43		Engineer	9,228.65	2,307.16	1,153.58		
Firefighter/Para	15,740.52	19,372.95	10,897.29		Firefighter/Para	3,352.56	4,126.23	2,321.00		
Salary Total			112,191.21					37,220.51		

Total annual cost at current rate and current estimated count:	
Salaries	\$ 112,191.21
Overtime	37,220.51
PERS	<u>47,681.26</u>
Total Estimated cost before COLA	<u>\$ 197,092.98</u>