

Local IAFF 2487 Financial Offer
Non-Supervisory
Requested May 24, 2019

Item #1 - COLA: 2.5% Cost of living adjustment (COLA) at 7/1/2019 and an additional COLA of 2.5% on 1/1/19. This is the equivalent of a 3.78% raise for FY20. The request would increase career incentive/longevity, overtime, and retirement contributions to PERS.

Salaries and Certifications	535,481
Longevity	19,925
OT	103,765
PERS	236,048
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	895,218

Item #2 - Education incentive: All members with an Associate's degree would receive a 1.5% certification pay on all wages, all members with a Bachelor's degree would receive a 3% certification pay on all wages and all members with both an Associate's and Bachelor's degree would receive a 4.5% certification pay on all wages. The degrees can be in any fields. This additional pay would be calculated on the approved rates after applying negotiated COLA. The education incentive would increase overtime and retirement contributions to PERS.

Salaries and Certifications	114,996
OT	38,151
PERS	48,873
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	202,020

Item #3 - Wet Team Specialty Pay: All members of the WET team would receive a 3% incentive pay on all wages. There are currently 27 members on the WET team. This additional pay would be calculated on the approved rates after applying negotiated COLA. The education incentive would increase overtime and retirement contributions to PERS.

Salaries and Certifications	67,865
OT	20,561
PERS	28,843
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	117,269

Item #4 - Increase Contributions to HRA: Increase the Health Retirement Account (HRA) Contributions for employees hired before 7/1/2014 from \$120 to \$2,500. Employees hired before 7/1/19 currently receive a paid retiree health benefit of 50% of retiree only insurance premium paid by the District.

Employee Benefits	168,980
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Total Cost of Financial Package

COLA, Education Incentive, Wet Team incentive, HRA Contribution increase	1,383,487
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