



FISCAL IMPACT REPORT

MOU Item #	Description	Rate / \$	Option 1	Option 2	Note:
1	Term: October 1, 2017 to September 30, 2019				
2	Medical Insurance Premiums Increase to equal PORAC Medical Plans^		\$ 547,172		Est. Oct to Dec is \$30,786 Est. \$95/ month in Year 1. Est. \$100/mo in Year 2.^
3.a.	Monthly Contributions to Retiree Medical Trust per FTE	\$100.00		\$ 298,800	Sunsets 9/30/19*
Subtotal Medical Proposal Request			\$ 547,172	\$ 298,800	
4	Compensatory Time Off: Reasonable Notice Increase to 120 Hours		\$ -	\$ -	Sunsets 9/30/19*
5	Medical/Vision Opt-Out: contract overtime is paid at regular rate of pay; City to retro to affected employees for immediate past 36 months, but with no liquidate damages or attorney fees.		\$ -	\$ -	Under Review
6	Vacation and Comp. Time Overtime Conversion		\$ -	\$ -	To be addressed at a later date
TOTAL FISCAL IMPACT			\$ 547,172	\$ 298,800	
3.b.	Retiree Medical Trust per FTE included in FY 17/18 Budget		\$ (298,800)	\$ (298,800)	
TOTAL BUDGET IMPACT			\$ 248,372	\$ -	

*If either side is unable to agree upon a successor MOU, the compensatory time off provision will continue.

^Maximum 2019 potential impact estimated at \$419,902; highly unlikely. Proposal caps City's contribution to \$100 in any plan year.

These estimates are subject to change and represent Management's best estimate and analysis of the fiscal impact and costs of the above proposal, given the information that is available at this time.