



FISCAL IMPACT REPORT

MOU Item #	Description	Rate / \$	Annual Estimated Impact	2nd Year Estimated Impact	Estimate without Retroactive [^]	Note:
1	Term: October 1, 2017 to September 30, 2019					
2	Medical Insurance Premiums Increase to equal PORAC Medical Plans					
2.a.	Retroactive October 2017 to December 2017		\$ 37,545	\$ 150,000		Estimated Maximum Cost
2.b.	Retroactive January 1, 2018 through June 30, 2018		\$ 175,488	\$ 175,488		Estimated Maximum Cost
2.c.	Additional 2018 Premiums effective July 1, 2018			\$ 175,488		Estimated Maximum Cost
2.d.	2019: 10% Maximum Cap for PORAC		\$ 772,078	\$ 772,078	\$ 772,078	Estimate based on all employees enrolled in PORAC
3.a.	Monthly Contributions to Retiree Medical Trust per FTE	\$ 100	\$ 298,800	\$ 298,800	\$ 298,800	Sunsets 9/30/19*
Subtotal Medical Proposal Request			\$ 1,283,911	\$ 1,571,854	\$ 1,070,878	
4	Compensatory Time-Off: Reasonable Notice Increase to 96 Hours					Item pulled by POA
5	Retention Incentive Pay					Item pulled by POA
6	Medical/Vision Opt-Out					Item pulled by POA
7	Vacation Conversion Language: members can cash out vacation hours, not to exceed 80 hours; members need to elect this option by December of the prior year					
TOTAL FISCAL IMPACT			\$ 1,283,911	\$ 1,571,854	\$ 1,070,878	
3.b.	Retiree Medical Trust per FTE included in FY 17/18 Budget		\$ (298,800)	\$ (298,800)	\$ (298,800)	
TOTAL BUDGET IMPACT			\$ 985,111	\$ 1,273,054	\$ 772,078	

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.

[^]Assumes proposal does not include retroactive language.