



FISCAL IMPACT REPORT

MOU Item #	Description	Rate / \$	Fiscal Impact for Year 1	Fiscal Impact for Year 2	Note:
1	Term: October 1, 2017 to September 30, 2019				
2	Medical Insurance Premiums Increase in Year 1 and Year 2^		\$ 216,360	\$ 576,660	Max. \$100/ month in Year 1.
3	Bonus: Lump-sum, one-time, payment to each FTE	\$1,500.00	\$ 373,500	\$ 373,500	This item is Not PERSable
4.a.	Monthly Contributions to Retiree Medical Trust per FTE	\$ 100.00	\$ 298,800	\$ 298,800	
Subtotal Medical Proposal			\$ 888,660	\$ 1,248,960	
5	Medical/Vision Opt-Out: the rate at which MOU overtime is paid does not include any contributions of the City's benefit plans		\$ -	\$ -	Under Review
6	Vacation and Compensatory Time Conversion		\$ -	\$ -	To be addressed at a later date
TOTAL FISCAL IMPACT			\$ 888,660	\$ 1,248,960	
4.b.	Retiree Medical Trust per FTE included in FY 17/18 Budget	\$ 100.00	\$ (298,800)	\$ (298,800)	
TOTAL BUDGET IMPACT			\$ 589,860	\$ 950,160	

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.

^Year 1 is effective the beginning of pay period which includes November 1, 2018. Year 2 is effective January 1, 2019.