



MOU Item #	Description	Year 2 Potential Annual Impact	Maximum Estimated Annual Impact	Note:
1	Step Adjustment^	\$ 65,604	\$ 90,836	Year 2 Assumes 65% of members would qualify for the Step Adjustment
2	Special Pay: Holiday Pay	\$ 7,682	\$ 10,636	Independence Day at 1.5 times normal pay
Subtotal Estimated Proposal Impact		\$ 73,286	\$ 101,472	

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.

Note: Year 2 is full annual impact.

*Does not include the impact of normally occurring CalPERS Rate increases that will increase City costs based on prior MOUs and CalPERS Rate changes.

^Note: requires one year in service, 720 work hours and performance evaluation standards for a merit increase.