



**FISCAL IMPACT REPORT**

| MOU Item #                               | Description  | Rate / \$ | Annual Estimated Impact | Note:  |
|--|--|-----------|-------------------------|--|
| 1  | Term: October 1, 2017 to September 30, 2019  |           |                         |  |
| 2  | Medical Insurance Premiums Increase to equal PORAC Medical Plans   |           | \$ 809,623              | PORAC Premiums for 2019 were estimated at 10% above 2018 Premiums. |
| 3.a.                                     | Monthly Contributions to Retiree Medical Trust per FTE   | \$100.00  | \$ 298,800              | Sunsets 9/30/19*   |
| <b>Subtotal Medical Proposal Request</b> |  |           | <b>\$ 1,108,423</b>     |  |
| 4  | <del>Compensatory Time Off: Reasonable Notice Increase to 96 Hours</del>   |           | \$ -                    | <del>Item pulled by POA</del>                                      |
| 5  | <del>Retention Incentive Pay</del>   |           |                         | <del>Item pulled by POA</del>                                      |
| 6  | <del>Medical/Vision Opt Out</del>  |           |                         | <del>Item pulled by POA</del>                                      |
| 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 |           | \$ -                    |  |
| <b>TOTAL FISCAL IMPACT</b>               |  |           | <b>\$ 1,108,423</b>     |  |
| 3.b.                                     | Retiree Medical Trust per FTE included in FY 17/18 Budget  |           | \$ (298,800)            |  |
| <b>TOTAL BUDGET IMPACT</b>               |  |           | <b>\$ 809,623</b>       |  |

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.