



FISCAL IMPACT REPORT

MOU Item #	Description	Rate / \$	Annual Estimated Impact	Year 2 Est. YOY Increase	Total Annual Estimate	Note:
1	Term: October 1, 2017 to September 30, 2019					
2	Medical Insurance Premiums Increase to equal PORAC Medical Plans^		\$ 271,172	\$ 276,000	\$ 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		\$ 298,800	Sunsets 9/30/19*
Subtotal Medical Proposal Request			\$ 569,972	\$ 276,000	\$ 845,972	
4	Compensatory Time Off: Reasonable Notice Increase to 96 Hours		\$ -			Sunsets 9/30/19*
5	Retention Incentive Pay					Item pulled by POA
6	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 liquidated damages or attorney fees.					Under Review
7	Vacation and Comp. Time Overtime Conversion					To be addressed at a later date
TOTAL FISCAL IMPACT			\$ 569,972	\$ 276,000	\$ 845,972	
3.b.	Retiree Medical Trust per FTE included in FY 17/18 Budget		\$ (298,800)		\$ (298,800)	
TOTAL BUDGET IMPACT			\$ 271,172	\$ 276,000	\$ 547,172	

*Subject to sunset on the adoption of a successor MOU or following expiration of the MOU once impasse is declared by either party in successor negotiations (whichever is earlier).

^Maximum Year One potential impact estimated at \$419,902. 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.