



MOU Item #	Description	Rate / \$	FY 2015/16 Estimated Impact	FY 2016/17 YOY Estimated Impact	Total Estimated Annual Impact	Note:
Article VIII: Salary Increases for All Classifications						
	Effective October 1, 2016	2.00%	\$ -	\$ 40,428	\$ 40,428	
Estimated Proposal Impact Only**			\$ -	\$ 40,428	\$ 40,428	

*Does not include the impact of normally occurring CalPERS Rate increases, estimated at \$8,812, that will increase City costs based on prior MOUs and CalPERS Rate Changes.
 ^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: FY 15/16 is full annual impact, pro-rated cost will be included at the time of Council adoption.