

Financial Impact to Members

Salary

6% Salary increase to all members effective July 1, 2007

2% Salary increase to all members effective Dec. 29, 2007

1% POST incentive to qualifying members on July 1, 2007 (approx. 1600 members have a Int./Adv. POST)

*These are rough estimates; since the number of specialty pays, shift differential impact and overtime hours worked all are increased by the gross salary increase.

Flex Allotment Changes

Employees with a family plan will get a \$2115.00 increase, which is 3.15% increase

Employees with an Emp+1 plan will get a \$1251 increase, which is a 1.9% increase

Employees who choose single only will receive \$1309 decrease, which is a 1.9% decrease

Waivers will receive \$1000.00. This is a 4482 decrease or 6.6 %. (4882 is based on the previous administration fee and \$75 the City is imposing to provide \$50,000 in life insurance to all members.

**Flex is also impacted by the fact that PacifiCare lowered their rates by 7.5%.

PacifiCare Family decreased by \$990 or 1.5%

PacifiCare Emp+1 decreased by \$659 or 1.0%

PacifiCare Emp only plan decreased by \$330 or 0.5%

New Flex Dollar Amounts

Waiver \$1,000.00

Single \$4,266

Emp+1 \$6,826

Family \$7,690

City/POA Tentative Agreement based on Proposal (6% with 1% POST increase)

Flexible Benefits Restructure Impact - POA - based on renewals with consolidation as of 4/5/07

Class	Current # Enrolled	Current Min Take Home		Current Min Take Home w/salary increase	Difference	Current Min Take Home w/1% POST Increase	Difference	Flex Restructure	Total Proposed Changes	Proposed Min Take Home	Current Min Take Home w/current flex structure	Difference w/proposed changes	Percentage Take Home Pay Increase (Decrease)
		w/o Flex	Home										
PO I													
No Health	21	\$39,806	\$42,990	\$3,184	\$0	\$4,990	\$0	\$1,000	\$4,184	\$43,990	\$45,306	-\$1,316	-2.90%
Single	98	\$39,806	\$42,990	\$3,184	\$0	\$4,990	\$0	\$4,266	\$7,450	\$43,759	\$41,787	\$1,972	4.72%
1 Dependent	22	\$39,806	\$42,990	\$3,184	\$0	\$4,990	\$0	\$6,826	\$10,011	\$42,824	\$38,194	\$4,630	12.12%
2+ Dependents	19	\$39,806	\$42,990	\$3,184	\$0	\$4,990	\$0	\$7,690	\$10,875	\$40,193	\$34,601	\$5,592	16.16%
PO II													
No Health	263	\$50,778	\$54,840	\$4,062	\$548	\$55,389	\$548	\$1,000	\$5,611	\$56,389	\$56,278	\$111	0.20%
Single	476	\$50,778	\$54,840	\$4,062	\$548	\$55,389	\$548	\$4,266	\$8,877	\$56,158	\$52,759	\$3,399	6.44%
1 Dependent	183	\$50,778	\$54,840	\$4,062	\$548	\$55,389	\$548	\$6,826	\$11,437	\$55,222	\$49,166	\$6,056	12.32%
2+ Dependents	416	\$50,778	\$54,840	\$4,062	\$548	\$55,389	\$548	\$7,690	\$12,301	\$52,591	\$45,573	\$7,018	15.40%
PO I													
No Health	21	\$48,037	\$51,880	\$3,843	\$0	\$5,880	\$0	\$1,000	\$4,843	\$52,880	\$53,537	-\$657	-1.23%
Single	98	\$48,037	\$51,880	\$3,843	\$0	\$5,880	\$0	\$4,266	\$8,109	\$52,649	\$50,018	\$2,631	5.26%
1 Dependent	22	\$48,037	\$51,880	\$3,843	\$0	\$5,880	\$0	\$6,826	\$10,689	\$51,713	\$46,425	\$5,288	11.39%
2+ Dependents	19	\$48,037	\$51,880	\$3,843	\$0	\$5,880	\$0	\$7,690	\$11,533	\$49,082	\$42,832	\$6,250	14.59%
PO II													
No Health	263	\$61,357	\$66,266	\$4,909	\$663	\$66,928	\$663	\$1,000	\$6,571	\$67,928	\$66,857	\$1,071	1.60%
Single	476	\$61,357	\$66,266	\$4,909	\$663	\$66,928	\$663	\$4,266	\$9,837	\$67,697	\$63,338	\$4,359	6.88%
1 Dependent	183	\$61,357	\$66,266	\$4,909	\$663	\$66,928	\$663	\$6,826	\$12,398	\$66,762	\$59,745	\$7,017	11.74%
2+ Dependents	416	\$61,357	\$66,266	\$4,909	\$663	\$66,928	\$663	\$7,690	\$13,261	\$64,130	\$56,152	\$7,978	14.21%
Sgt													
No Health	55	\$74,513	\$80,474	\$5,961	\$805	\$81,279	\$805	\$1,000	\$7,766	\$82,279	\$80,013	\$2,266	2.83%
Single	81	\$74,513	\$80,474	\$5,961	\$805	\$81,279	\$805	\$4,266	\$11,032	\$82,048	\$76,494	\$5,554	7.26%
1 Dependent	36	\$74,513	\$80,474	\$5,961	\$805	\$81,279	\$805	\$6,826	\$13,592	\$81,112	\$72,901	\$8,211	11.26%
2+ Dependents	99	\$74,513	\$80,474	\$5,961	\$805	\$81,279	\$805	\$7,690	\$14,456	\$78,481	\$69,308	\$9,173	13.24%
Lt													
No Health	6	\$94,415	\$101,968	\$7,553	\$1,020	\$102,988	\$1,020	\$4,000	\$12,573	\$106,988	\$102,915	\$4,073	3.96%
Single	11	\$94,415	\$101,968	\$7,553	\$1,020	\$102,988	\$1,020	\$7,266	\$15,839	\$106,757	\$99,396	\$7,361	7.41%
1 Dependent	11	\$94,415	\$101,968	\$7,553	\$1,020	\$102,988	\$1,020	\$9,826	\$18,399	\$105,821	\$95,803	\$10,018	10.46%
2+ Dependents	21	\$94,415	\$101,968	\$7,553	\$1,020	\$102,988	\$1,020	\$10,690	\$19,263	\$103,190	\$92,210	\$10,980	11.91%
Recruit													
No Health	1	\$40,810	\$44,075	\$3,265	\$0	\$44,075	\$0	\$1,000	\$4,265	\$45,075	\$46,310	-\$1,235	-2.67%
Single	13	\$40,810	\$44,075	\$3,265	\$0	\$44,075	\$0	\$4,266	\$7,531	\$44,844	\$42,791	\$2,053	4.80%
1 Dependent	2	\$40,810	\$44,075	\$3,265	\$0	\$44,075	\$0	\$6,826	\$10,091	\$43,908	\$39,198	\$4,710	12.02%
2+ Dependents	2	\$40,810	\$44,075	\$3,265	\$0	\$44,075	\$0	\$7,690	\$10,955	\$41,277	\$35,605	\$5,672	15.93%