

Probation Managers Association MOU Costing Summary *Revised Authority Costing

Baseline Information

Current Salary Base	\$	1,739,483
Current Benefit Base	\$	923,565
Current Non-Pensionable Salary Base	\$	7,557
FTE		17
1% Salary with Variable Fringe	\$	24,067

Incremental Cost of MOU

		<u>FY 2015-16</u>	<u>FY 2016-17</u>	<u>FY 2017-18</u>
Base Salary*	\$	52,184	\$ 53,750	\$ 55,363
		3%	3%	3%
Wage-related fringes	\$	19,792	\$ 20,385	\$ 20,997
Non Pensionable Wages	\$	227	\$ 234	\$ 241
Market Equity Adjustments	\$	24,068	\$ 722	\$ 744
Reduction in County paid employee pension pickup	\$	(12,057)	\$ (13,571)	\$ (14,421)
		(-0.79%)	(-0.79%)	(-0.79%)
Health Benefits				
Allowance increase	\$	14,732	\$ 6,792	\$ 6,995
Other				
One-time payment for EE only	\$	3,612	\$ -	\$ -
Boot Allowance	\$	-	\$ -	\$ -
Bilingual Premium	\$	-	\$ -	\$ -
Total Incremental	\$	102,558	\$ 68,312	\$ 69,918
Total Cumulative above FY14-15	\$	102,558	\$ 170,870	\$ 240,788
Incremental Increase as % of Salary & Benefits		3.8%	2.5%	2.5%
Cumulative Increase as % of Salary & Benefits			6.4%	9.0%

**Pensionable Costs - Increased pension contributions are included in the estimated costs*