

**NEAB
Fiscal Impact
Contract Period 2010-2013
Summary**

As of April 15, 2010

	FY10-11 Year 2	FY11-12 Year 3	FY12-13 Year 4
* Salary & Step Increase	\$194,047	\$989,489	\$701,439
Longevity	\$24,891	\$25,625	\$26,381
Appendix B	\$7,074	\$7,282	\$7,497
Appendix C	\$6,081	\$6,260	\$6,445
Increase	\$232,093	\$1,028,657	\$741,762
** Pension Cost for wages subject 11.89%	\$26,873	\$121,563	\$87,429
Medicare Cost 1.45%	\$3,277	\$14,825	\$10,662
Increase Tuition Reimbursement	<u>\$5,000</u>	<u>\$5,000</u>	<u>\$0</u>
Total Cost	\$267,243	\$1,170,045	\$839,854
*** Net Medical Savings	<u>(\$71,590)</u>	<u>(\$96,169)</u>	
Net Fiscal Impact	<u>\$195,653</u>	<u>\$1,073,876</u>	<u>\$839,854</u>

Notes:

* Salary & Step Increases are based on current staff and is subject to change with new hires and as individual receive advanced degrees

** Pension cost are based on FY2010 rate and is subject to change

** Medical savings is based on current plan coverage (ie individual, family or buyback). The saving could change based on coverage options selected by employee and medical rate increase