

Financial Impact---Proposed Agreement [Assume 8/1 Anniversary Date]

Date/Action	DCA I-Step D	DCA II-Step D	DCA III-Step G
Current Bi-weekly Base (March 2011)	3634	4315	5745 (includes 2.75% adjustment Article 8, § B-1)
Furloughs (-10%)	3271	3883	5171
Proposed-4/24/11 End furloughs (+10%); begin Retiree Health Deduction (-2%)	$3634 - 73 = 3561$	$4315 - 86 = 4229$	$5745 - 115 = 5630$
Proposed-7/1/11 COLA (+2.25%); Salary Reduction (1.5%); Retiree Health (-4%)	$3716 - (56 + 146) = 3514$	$4412 - (66 + 176) = 4170$	$5844 - (88 + 230) = 5526$
8/1/11 Anniversary	Step Raise frozen	Step Raise frozen	1/1/12 Adjustment deferred to 1/1/14
Proposed 7/1/12 COLA (+ 2.25%) End 1.5% Reduction; Retiree Health (-4%)	$3808 - 152 = 3656$	$4511 - 180 = 4331$	$5990 - 240 = 5750$
8/1/12 Anniversary	Advance to II-A $4124 - 165 = 3959$	Step Raise to II-E $4647 - 186 = 4461$	1/1/13 Adjustment deferred to 1/1/14
Proposed 7/1/13 COLA (1.75%); Retiree Health (4%)	$4196 - 168 = 4028$	$4728 - 189 = 4539$	$6094 - 244 = 5850$
8/1/13 Anniversary	Step Raise to II-B $4324 - 173 = 4151$	Step Raise to II-F $4893 - 196 = 4697$	1/1/14 add deferred salary adjustments [2.75% & 2.75%] $6442 - 257 = 6177$

Other financial effects:

*1.75 Cash Bonus due 11/1/12 converted to 4 days paid leave

*Excess Sick Leave cash payments for 2011 and 2012 converted to time off or cash payout at retirement. Currently, employees receive 50% of the value for sick leave exceeding 800 hours (maximum 48 hours/per year)

*DCA III, DCA IV and ACA are eligible for a series of 3 additional salary adjustments (2.75%/adjustment) if they have been at Step G for more than 1 year—See Article 8, § B.