

Impact of City's 1-16-13 Final Offer
on Actual Sample
District Council 33 Employees
vs. Status Quo Without a Contract

Assumptions

- Base Salary includes Step Increments, which resume under City's proposal.
- Examples are actual City employees, including their actual step and longevity levels, 2011 overtime usage and health plan selection (DC 33 plan or fair share). Employee behavior is assumed not to change as a result of overtime rule changes.
- Net Take-Home Pay is calculated by adding Base Salary, Longevity, and Overtime and subtracting Employee Contributions for Health Insurance and Pension.
- Health Care Contribution shows what the impact would be if the City's \$15 million contribution were used to offset employee costs. The Trustees of the District Council 33 Health and Welfare Fund would decide how the money will be used.

Clerk 3 (Water Dept)

	Status Quo	City Proposal
Base Salary	\$35,531	\$36,542* + 2.5% = \$37,455
Longevity	\$1,025	\$1,225
OT	\$0	\$0
Total Salary	\$36,556	\$38,680
Health Care Contribution	\$(1,300)	\$1,950
Pension Contribution	\$(1,371)	\$(2,321)
Net Take-Home Pay After First Wage Increase	\$33,885	\$38,309

*Base salary rises to \$36,542 when the freeze in steps increments is lifted.

The second wage increase raises base salary to \$38,204.

Equipment Operator I (Streets Dept)

	Status Quo	City Proposal
Base Salary	\$31,495	\$33,346* + 2.5% = \$34,179
Longevity	\$825	\$825
OT	\$16,544	\$16,660**
Total Salary	\$48,864	\$51,665
Health Care Contribution	(\$1,300)	\$1,950
Pension Contribution	(\$943)	(\$1,658)
Net Take-Home Pay After First Wage Increase	\$46,621	\$51,957

*Base salary rises to \$33,346 when the freeze in steps increments is lifted.

** OT earnings rise under City proposal because savings from OT rule change is offset by increase in overtime rate from wage increase.

The second wage increase raises base salary to \$34,863.

Construction Trades Inspector (Water)

	Status Quo	City Proposal
Base Salary	\$42,321	\$46,676* + 2.5% = \$47,843
Longevity	\$0	\$625
OT	\$4,257	\$4,077**
Total Salary	\$46,578	\$52,545
Health Care Contribution	(\$1,300)	\$1950
Pension Contribution	(\$899)	(\$1,687)
Net Take-Home Pay After First Wage Increase	\$44,379	\$52,808

*Base salary rises to \$46,676 when the freeze in steps increments is lifted.

** Savings from OT rule change is offset by increase in overtime rate from wage increase.

The second wage increase raises base salary to \$48,800.

Air Pollution Control Inspector II (Health)

	Status Quo	City Proposal
Base Salary	\$39,948	\$42,641* + 2.5% = \$43,707
Longevity	\$0	\$625
OT	\$20,087	\$20,353**
Total Salary	\$60,035	\$64,685
Health Care Contribution***	(\$988)	(\$988)
Pension Contribution	(\$1,159)	(\$2,076)
Net Take-Home Pay After First Wage Increase	\$57,888	\$61,621

*Base salary rises to \$42,641 when the freeze in steps increments is lifted.

** OT earnings rise under City proposal because savings from OT rule change is offset by increase in overtime rate from wage increase.

*** Employee is Fair Share so health care contributions are based on City Administered Plan, not negotiated rate.

The second wage increase raises base salary to \$44,581.

Laborer (Streets Dept)

	Status Quo	City Proposal
Base Salary	\$29,850	\$33,242* + 2.5% = \$34,073
Longevity	\$0	\$625
OT	\$8,103	\$8,305**
Total Salary	\$37,953	\$43,004
Health Care Contribution***	(\$1,480)	(\$1,480)
Pension Contribution	(\$732)	(\$1,380)
Net Take-Home Pay After First Wage Increase	\$35,741	\$40,144

*Base salary rises to \$33,242 when the freeze in steps increments is lifted.

** Employee did not work OT and take leave in the same week so is not impacted by OT rule change. OT rate increases from wage increase.

*** Employee is Fair Share so health care contributions are based on City Administered Plan, not negotiated rate.

The second wage increase raises base salary to \$34,754.

DROP Employee (Health Dept)

	Status Quo	City Proposal
Base Salary	\$46,752	\$51,702* + 2.5% = \$52,995
Longevity	\$1,225	\$1,425
OT	\$28,541	\$29,066**
Total Salary	\$76,518	\$83,486
Health Care Contribution***	(\$988)	(\$988)
Pension Contribution****	(\$0)	(\$0)
Net Take-Home Pay After First Wage Increase	\$75,530	\$82,498

*Base salary rises to \$51,702 when the freeze in steps increments is lifted.

** OT earnings rise under City proposal because savings from OT rule change is offset by increase in overtime rate from wage increase.

*** Employee is Fair Share so health care contributions are based on City Administered Plan, not negotiated rate.

**** Employees in DROP do not contribute to pension.

The second wage increase raises base salary to \$54,055.