

Fiscal Impact of Proposal from CMFA

Avg CMFA Employee salary - \$150,000/year

	FY 2010 Year 1	FY 2011 Year 2	FY 2012 Year 3	FY 2013 Year 4	Total
Staffing Savings - Not filling vacant positions because of retirement	(1,050,000)	-	-	-	(1,050,000)
Overtime Budget Savings - Not filling positions and change to Min Man (1)	(278,000)	-	-	-	(278,000)
Suspension of RHS Program - City Contribution	(92,045)	-	-	-	(92,045)
Apply Employee 1% RHS toward PERS	(92,045)	-	-	-	(92,045)
Staffing Savings - Not filling 12 vacant positions because of retirement	-	(1,800,000)	-	-	(1,800,000)
Overtime Budget Savings - Staffing 12 less positions (1)	-	(144,000)	-	-	(144,000)
Staffing Savings - Not filling 6 vacant positions because of retirement	-	-	(900,000)	(900,000)	(1,800,000)
Overtime Budget Savings - Staffing 6 less positions (1)	-	-	(72,000)	(72,000)	(144,000)
Total Salary Savings of Proposal	(1,512,090)	(1,944,000)	(972,000)	(972,000)	(5,400,090)
Certification Program modification	1,500	1,500	1,500	1,500	6,000
3% @ 50 Benefit Enhancement - 6.345% rate increase (1/2 first year)	351,171	702,342	702,342	702,342	2,458,197
Total Costs of Proposal	352,671	703,842	703,842	703,842	2,464,197
Total Estimated Savings Generated from Proposal	(1,159,419)	(1,240,158)	(268,158)	(268,158)	(2,935,893)

Fiscal Impact of continuing under the current contract with CMFA

Current Contract Expires in July 2010

	FY 2010 Year 1	FY 2011 Year 2	FY 2012 Year 3	FY 2013 Year 4	Total
FY 10 Wage Adjustment - 3.75% for 4 months	168,232				168,232
Increase Fire Department Budget - Contribution to RHS program	92,045				92,045
Increase Fire Department Budget - 5% salary	690,637				
Increase Fire Department Budget - Overtime	471,871				
FY 11 Wage Adjustment - 4.9% (2)		661,038	661,038	661,038	1,983,114
FY 12 Wage Adjustment			(4)		
FY 13 Wage Adjustment				(4)	
Total Costs of Continuing Under the Current Contract	1,422,785	661,038	661,038	661,038	2,243,391

Total Net Fiscal Impact Between Options **(2,582,204)** **(1,901,196)** **(929,196)** **(929,196)** **(5,179,284)**

(1) - Overtime budget savings are subjective. If minimum staffing is decreased because of a reduction in employees because of retirements, the reduction in minimum staff would leave the City in the same place it currently is (i.e. - minimum staffing equal to total number of employees). Therefore, if an employee was out on injury leave, the Department will have to backfill creating OT that was not planned for through this proposal.

(2) - Based on the current market salary survey, and assuming Agencies that have negotiated to suspend current wage increases are given those increases in FY 2010-2011, the percentage of the wage adjustment would be approximately 4.9%.