Scenario B - 2.14% pick up for Tier 2 Public Safety ees + increasing Tier 2 general ees' base pay by 0.7%

Year	Scenario B	Tier 1 savings
1	$64,604.31	-$277,056.71
2	$68,480.57	-$293,680.11
3	$72,589.40	-$311,300.91
4	$76,944.77	-$329,978.97
5	$81,561.45	-$349,777.71
6	$86,455.14	-$370,764.37
7	$91,642.45	-$393,010.23
8	$97,141.00	-$416,590.85
9	$102,969.46	-$441,586.30
10	$109,147.63	-$468,081.47
Total for 10 years =	**$851,536.18**	**-$3,651,827.63**
Savings over 10 years	**-$2,800,291.44**	

Similar conditions in all scenarios	Changing variables
Current rates snapshot	Future new FTE requests
No vacancies	COLA
COLA set at 3% annually	Future URS rates changes
Perf Evals set at 3% annually	Tier 1 numbers will change (retirements)
Tier 2 reduced URS employER rates included	Turnover
Current participation in 401K plan	
Benefits, WC, taxes are NOT included	

Scenario B	
Pros	**Cons**
Happy employees (PS & public ees)	? Perceived wage disparity between T1 and T2
Does not affect turnover	
PS wage integrity	

Scenario B (PS 2.14% pu, GE .7%)		
	Joe - Public Safety	**Jane - General EE**
Salary	$100,000.00	$100,000.00
401K 4%	$4,000.00	$4,000.00
URS savings	-$500.00	-$1,000.00
URS Pick-up	$2,140.00	$700.00
Total	$105,640.00	$103,700.00

Jane	Joe
	

