

**Attachment 3**  
**Estimated PCM Impacts by Employee Group**

**PCM Impact by Employee Group – All Funds**

<b>Year-over-Year Impact of PCM by Employee Group – All City Funds</b>					
<b>Category</b>	<b>FY 2017/18</b>	<b>FY 2018/19</b>	<b>FY 2019/20</b>	<b>FY 2020/21</b>	<b>Total Impact</b>
RCFA	\$ 534,129	\$ 1,200,802	\$ 1,118,532	\$ 688,231	\$ 3,541,694
RFMG	51,839	107,392	87,774	49,033	296,038
RPAA	139,076	243,592	158,051	66,217	606,936
RPOA	648,456	1,419,534	1,073,061	411,285	3,552,336
RPOA-S	188,962	342,539	227,147	95,401	854,049
SEIU	912,281	2,234,037	2,061,890	795,141	6,003,349
SEIU-Refuse	34,356	82,627	75,098	28,910	220,991
Unrepresented	1,044,774	2,228,793	1,863,784	1,074,624	6,211,975
<b>Grand Total</b>	<b>\$ 3,553,873</b>	<b>\$ 7,859,316</b>	<b>\$ 6,665,337</b>	<b>\$ 3,208,842</b>	<b>\$ 21,287,368</b>

**PCM Impact by Employee Group – General Fund**

<b>Year-over-Year Impact of PCM by Employee Group – General Fund</b>					
<b>Category</b>	<b>FY 2017/18</b>	<b>FY 2018/19</b>	<b>FY 2019/20</b>	<b>FY 2020/21</b>	<b>Total Impact</b>
RCFA	\$ 534,129	\$ 1,200,802	\$ 1,118,532	\$ 688,231	\$ 3,541,694
RFMG	51,839	107,392	87,774	49,033	296,038
RPAA	139,076	243,592	158,051	66,217	606,936
RPOA	648,456	1,419,534	1,073,061	411,285	3,552,336
RPOA-S	188,962	342,539	227,147	95,401	854,049
SEIU	460,660	1,148,108	1,076,258	416,737	3,101,763
Unrepresented	575,054	1,183,223	972,017	589,316	3,319,610
<b>Grand Total</b>	<b>\$ 2,598,176</b>	<b>\$ 5,645,190</b>	<b>\$ 4,712,840</b>	<b>\$ 2,316,220</b>	<b>\$ 15,272,426</b>