

BARG. UNIT	FY 2016-17	FY 2017-18	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22	TOTAL COST	NOTES
IBEW	\$ 576,454	\$ 1,502,691	\$ 2,208,414	\$ 2,927,840	\$ 3,551,242	\$ 3,875,223	\$ 14,641,865	FY 2016/17: Salary Survey at 60th percentile (1% min. increase); no PERS pick-up
IBEW Supervisory	\$ 109,594	\$ 281,211	\$ 406,849	\$ 534,256	\$ 642,577	\$ 699,243	\$ 2,673,730	FY 2017/18: 4% pay increase, 2% PERS pick-up; FY 2018/19: 4% pay increase, 2% PERS pick-up; FY 2019/20: 4% pay increase, 2% PERS pick-up; and FY 2020/21: 3.5% pay increase or 50th percentile, 2% PERS pick-up;

MEDICAL, HOLIDAY AND OTHER MOU ITEMS

MOU ITEM	FY 2016-17	FY 2017-18	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22	TOTAL COST	NOTES
RETIREE FUND	\$ 137,400	\$ 137,400	\$ 137,400	\$ 137,400	\$ 137,400	\$ 137,400	\$ 824,400	Increase from \$50/month to \$100/month per active employee.
MEDICAL COSTS	\$ -	\$ 233,400	\$ 384,587	\$ 399,706	\$ 416,336	\$ 430,971	\$ 1,865,000	Effective January 2018: \$50 increase (Emp +1) and \$100 increase (Emp. + Family) Effective January 2019: 50/50 split in net medical cost increases

Net (Savings) / Cost    \$    823,449    \$ 2,154,701    \$ 3,137,250    \$ 3,999,202    \$ 4,747,556    \$ 5,142,837    \$ 20,004,994

\* Other MOU items that may have a financial impact (e.g. rest period, comp time donation, employee development, etc.), are minimal and have been included in the Riverside Public Utilities' Adopted FY 2016-2018 Two-Year Budget.