

PARTNERSHIP COMPENSATION MODEL

BARG. UNIT	FY 2016-17	FY 2017-18	FY 2018-19	FY 2019-20	FY 2020-21	TOTAL COST	NOTES
RPOA	\$ -	\$ 336,651	\$ 1,043,941	\$ 1,761,144	\$ 2,398,947	\$ 5,540,682	FY 2016/17: 0% pay, no PERS pick-up; FY 2017/18: Pay based on 0-6% BRI. Salary increase of <2%, triggers 1.5% PERS pick-up; FY 2018/19: Pay based on 0-6% BRI. Salary increase of <2%, triggers 1.5% PERS pick-up; FY 2019/20: Pay based on 0-6% BRI. Salary increase of <2%, triggers 1.5% PERS pick-up; FY 2020/21: Pay based on 0-6% BRI. Salary increase of <2%, triggers 1.5% 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	TOTAL COST	NOTES
CESAR CHAVEZ HOLIDAY	\$ 133,182	\$ 134,741	\$ 137,929	\$ 141,107	\$ 144,159	\$ 691,118	Overtime related to Cesar Chavez Holiday (12-Hours)
UNION STAFF TIME	\$ 13,000	\$ 13,000	\$ 13,000	\$ 13,000	\$ 13,000	\$ 65,000	Increase in number of hours allowed for Fire union staff - impacts to overtime. Costs will be absorbed into existing FY 2016-2018 adopted budget.
SICK LEAVE INCENTIVE	\$ 32,845	\$ 34,487	\$ 36,212	\$ 38,022	\$ 39,923	\$ 181,490	Members with 10 years and less than 15 years of total service time with RPD. Each January, if these members used less than 50 hours of sick time the preceding calendar year, they shall be credited for 20 hours of vacation.
MEDICAL COSTS	\$ -	\$ -	\$ 181,583	\$ 199,742	\$ 219,716	\$ 601,040	50/50 split in medical cost increases, beginning in FY 2018-19.

Tentative Agreement	FY 2016-17	FY 2017-18	FY 2018-19	FY 2019-20	FY 2020-21	TOTAL COST
TOTALS	\$ 179,027	\$ 518,879	\$ 1,412,665	\$ 2,153,015	\$ 2,815,745	\$ 7,079,331