

### LIUNA Contract Proposal

	FY 2016		FY2017		FY2018		TOTAL	
	.70/HR.	3.45%	.75/HR.	3.70%	.85/HR.	4.18%		
SALARY ( 76 ees )	\$110,656		\$118,560		\$134,368		\$363,584	11.33%
Salary Reduction of 3 ees for 1/2 year	(\$64,367)						(\$64,367)	
Salary Reduction of 3 ees for 1/2 year & 6 for full year			(\$320,488)				(\$320,488)	
Salary Increase of 3 ees at Step 1			\$125,118				125,118	
Salary Increase of 3 ees at Step 1					\$130,422		130,422	
Pension Contribution 10.86%	\$5,027		(\$8,342)		\$28,756		\$25,441	
LIUNA Pension Increase	\$24,960		\$26,520		\$29,640		\$81,120	
Longevity Increase	\$0		\$2,921		\$3,130		\$6,051	
Payroll Taxes ( 7.65% )	\$3,991		(\$5,551)		\$20,773		\$19,213	
Pesticide License ( .50/HR. )	\$1,040		\$0		\$0		\$1,040	
CDL Trainer ( .50/HR. )	\$1,040		\$0		\$0		\$1,040	
Clothing Allowance ( 550-600 ) 76 ees	\$3,800		\$0		\$0		\$3,800	
Retiree Health & Dental for 1 year 9 ees @ 15% Co-Share	\$27,709		\$127,506		\$0		\$155,215	
New Employees Health & Dental Cost @ 20%			(\$3,260)		(\$5,870)		(\$9,130)	
Health & Dental Increases for FY 17 & FY18 FY 17 ( 16% ), FY 18 ( 17.5% )	\$0		(\$4,640)		(\$7,954)		(\$12,594)	
Health & Dental Savings for 3 ees not hired until 7/1/18					(\$53,787)		(\$53,787)	
Legal Service Increase 76 ees (40hrs. X .05 )	\$152		\$0		\$0		\$152	
<b>Total for ADMIN Proposal</b>	<b>\$114,008</b>		<b>\$58,344</b>		<b>\$279,478</b>		<b>\$451,830</b>	