

Financial Impact

Approximate 2015-2016 Wages - \$4,687,241.60

BOE	2016-2017 (1.75%)	2017-2018 (2.0%)	2018-2019 (2.25%)	Total Impact (6.00%)
	82,026.73	95,386.36	111,600.90	289,014.00

Compensation for 2016- 2017

Bargaining unit members who have not exceeded the maximum wage cap for their position will receive a 1.75% increase over their 2015-2016 hourly rate. Employees who have exceeded the maximum hourly rate cap on the wage schedule will receive a bonus, that will be paid each pay period, equivalent to a 1.75% increase, with no change to the hourly rate.

Compensation for 2017- 2018

Bargaining unit members who have not exceeded the maximum wage cap for their position will receive a 2.0% increase over their 2016-2017 hourly rate. Employees who have exceeded the maximum hourly rate cap on the wage schedule will receive a bonus, that will be paid each pay period, equivalent to a 2.0% increase, with no change to the hourly rate.

Compensation for 2018- 2019

Bargaining unit members who have not exceeded the maximum wage cap for their position will receive a 2.25% increase over their 2017-2018 hourly rate. Employees who have exceeded the maximum hourly rate cap on the wage schedule will receive a bonus, that will be paid each pay period, equivalent to a 2.25% increase, with no change to the hourly rate.

BCESPA	2016-2017 (3.5%)	2017-2018 (3.5%)	2018-2019 (4.25%)	Total Impact (11.25%)
	164,053.47	169,795.34	213,396.34	547,245.15

Additional Financial Considerations:

Topic	Financial Impact	Offer
Wage Schedule - Eliminate Salary Caps		Reject
9.18/9.19 - Pay bus drivers idle time rate to serve on two committees - accident review and health and safety	\$11.33/hour per employee per meeting	Accept- With verbiage change to "employees"