

## Wage Equity Fiscal Analysis-Leg File 62649

The overall impact of the proposed wage pay outlined in this resolution is \$16.6 million, the General Fund share of this increase is \$10.8 million. The table below summarizes this cost by year.

Total Cost					
	2021	2022	2023	2024	Total
<b>Total Salary Cost</b>					
<i>All Funds</i>	138,827,923	145,834,279	150,573,819	155,467,394	
<i>General Only</i>	89,858,951	94,394,005	97,461,801	100,629,301	
<b>Incremental Cost</b>					
<i>All Funds</i>		7,006,356	4,739,540	4,893,575	16,639,471
<i>General Only</i>		4,535,054	3,067,796	3,167,499	10,770,349

The costs presented here do not include the annual step and longevity increases provided to General Municipal Employees. These annual increases equate to approximately 1% each year. The table below summarizes the additional impact of these increases over the life of this proposal.

Steps & Longevity					
	2021	2022	2023	2024	Total
<i>All Funds</i>	1,213,531	1,274,775	1,316,205	1,358,981	3,949,961
<i>General Only</i>	723,841	760,372	785,085	810,600	2,356,057
<b>Total</b>	<b>1,939,393</b>	<b>2,037,170</b>	<b>2,103,312</b>	<b>2,171,604</b>	

If this plan is adopted, the impact on the 2022 General Fund is \$5.3 million (this includes step and longevity increases). This increase is the equivalent of adding 72 positions in a single year to the operating budget. The costs presented here do not include potential pension rate increases.