

FISCAL IMPACT OF SUPERIOR OFFICERS CONTRACT

2020 MOA

Below is the additional cost for the one year Superior Officers MOA.

20 MOA	
	26.2 WEEKS
Salaries	\$979,062.56
Adjusted	\$993,748.50
Change	\$14,685.94

2021-2023 MOA

Below is the cost of the three year MOA for the years 21-23. The salary impact is shown against an increase of 2.5% for comparative purposes only. Longevity is included beginning in 2021 while the impact of the step increases is shown for the same years. There will be a net increase to the Education Incentive of \$1,600 in 21, \$3,200 in 22 and \$4,800 in 23. The clothing allowance will be included in Officers pay and stays flat each year. There is an annual \$1,200 savings in the clothing allowance.

There are two features of the 2021-2023MOA that offer substantial savings. The exchange of $\frac{1}{2}$ hour of Roll Call overtime for comp time and the change in the Holiday Pay overtime rate from time and $\frac{1}{2}$ to straight time are shown below. There can be a cost to comp time that is difficult to ever quantify as it can accumulate for an eventual buyout.

	20 MOA	21-23 MOA		
	26.2 WEEKS	26.1 WEEKS	26.1 WEEKS	26.1 WEEKS
Salaries	\$979,062.56	\$1,024,723.48	\$1,050,341.57	\$1,076,600.11
		\$12,450.00	\$13,750.00	\$15,350.00
		\$1,037,173.48	\$1,064,091.57	\$1,091,950.11
MOA's	\$993,748.50	\$1,063,527.84	\$1,087,725.71	\$1,125,953.21
Change	\$14,685.94	\$26,354.36	\$23,634.15	\$34,003.10
Roll Call Savings		(\$77,220.00)	(\$78,144.00)	(\$80,892.00)
Holiday Pay Savings		(\$10,294.00)	(\$10,665.00)	(\$11,763.00)
NET COST (SAVINGS)		(\$61,159.64)	(\$65,174.85)	(\$58,651.90)