

# SAPFA Wage Proposal

- 3.50%** LCTF budgeted total compensation increase
- X%** Variable overage on healthcare costs, subject to discussion
- = Y%** Wage COLA variable, subject to X%

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- L624 proposes that this average COLA may be in the 2.0-2.5% range per year dating back to the FY15 cycle, which would represent an immediate total compensation increase on \$22 million. This could be easily covered by the \$37 million, 3% window in the General Fund.
- For discussion sake, an average 2.5% net wage increase from FY15-FY18 would be approximately \$50.4M, which could easily be covered by the overfunded Reserve Fund.
- From FY19 (current year) to FY23, L624 proposes a carve out paid for by the agreed upon healthcare funding status quo as the baseline funding going forward. Part of the \$50.4M would be redirected towards jump starting the carve out plan. The remainder would be paid out as lost wage recovery.

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- This carve out plan would work in conjunction with our Alternative Dispute Resolution (ADR) proposal.
- L624 would select the Third Party Administrator (TPA), and would retain the ability to change the plan on an annual basis, as well as charge its members a monthly premium.
- Starting in FY19, a wage increase of 3.5% per year can be decreased with the difference going towards indexing funding increases in future PEPY healthcare funding.
- The intent is as wages approach the 3.5% limit set in LCTF, increases towards funding the carve out plan would decrease, which may trigger higher premiums for our membership, and/or plan changes.
- Changes in incentive and assignment pay would be charged against the 3.5% LCTF limit.

# SAPFA Wage Proposal Summary

- 2.5% per year going back the past 4 years (FY15-FY18) = approx. \$51.89 million (10% wage increase).
- 1.0% per year going back the past 4 years (FY15-FY18) = approx. \$20.75 million to cover health care overages, subject to discussion and verification.
- 3.5% per year moving forward the next  $\frac{5}{4}$  years (FY19-FY23) = approx. \$121.11 million to cover wages and healthcare changes.
- Part of this funding would be directed to initially fund our carve out plan for health care.
- This represents an average annual increase of \$21.5 million, as compared to the \$37 million window in the General Fund this year alone.

# Firefighter's Pledge

- “Firefighters Pledge”
- I promise concern for others – a willingness to help all those in need.
- I promise courage - courage to face and conquer my fears and endure the ordeal of those who need me.
- I promise strength - strength of heart to bear whatever burdens might be placed upon me, strength of body to deliver to safety all those placed within my care.
- I promise the wisdom to lead, the compassion to comfort, and the love to serve unselfishly whenever I am called.