

Scenario 1 – one-year contract			
	1 st year	2 nd year	3 rd year
Salary	1.75% on-schedule increase		
H&W	The employer agrees to pay up to, but not more than, \$2,023.92/month for H&W benefits (medical, dental, vision, life & dependent life, AD&D & dependent AD&D, and long-term disability); including alternate medical plan options to avoid out-of-pocket costs for employees	n/a	n/a
Pension	1.5% employee contribution		

Scenario 2 - four-year contract			
	1 st year	2 nd year	3 rd year
Salary	0%	2.25% on-schedule increase	2.50% on-schedule increase
H&W	No employee contribution	Effective 10/1/14, the employee contributes .25% salary monthly for benefits	Effective 10/1/15, the employee contributes .50% salary monthly for benefits
Pension	No employee contribution	1.5% employee contribution	Effective 10/1/16, the employee contributes .75% salary monthly for benefits

2% employee contribution (5.0%)

1.5% employee contribution (3.0%)