

Summary Financial Impact of WWA Provisions

Contract Provision	Description	Implementation	12/1/2019 - 11/30/2020 Year 1	12/1/2020 - 11/30/2021 Year 2	12/1/2021 - 11/30/2022 Year 3	Notes
Art 9, Sec 1, Par 1	Wages General (12/1/2019 - 3.00%, 12/1/2020 - 2.50%, 12/1/21 - 2.25%)	Retro	\$ 6,297,000	\$ 11,069,000	\$ 18,952,000	
Art 9, Sec 3, Pay Schedule	Selective Wage Increases for Certain Journey Worker Positions (451, 551, 557, 577, 578, 888, 928, 929, 931, and 968) - \$1.00/hour increase.	12/1/2021	\$ -	\$ -	\$ 996,000	
Art 2, Sec 1, Par 2	Operator Sign-in +5 minutes	6/6/2021	\$ -	\$ 199,000	\$ 797,000	
Art 2, Sec 1, Par 2.g & Art 2, Sec 9, Par 10	Road Relief Stipend Increases	9/5/2021	\$ -	\$ 244,000	\$ 976,000	
Art 2, Sec 1, Par 2.g	Road Relief Stipend New Escalator 2%	12/1/2022	\$ -	\$ -	\$ -	Future Contract Impact
Art 1, Sec 9, Par 4	Short Term Disability from \$150/week to \$300/week	6/1/2021	\$ -	\$ 143,500	\$ 287,000	
Art 1, Sec 19	Recreation Committee - continued	Status Quo	<i>No Change - continues at \$55,000/year.</i>			
Art 3, Sec 1, Par 5 & Art 3, Sec 2, Par 10	Removal of Hiring Restrictions	12/1/2019				
Art 3, Sec 7	New Bus Apprenticeship Program	4/29/2021				
Art 3, Sec 11	Change to a Trainee Program in REM replacing apprentices	4/29/2021				
Art 3, Sec 15	Change to a Trainee Program in MOW replacing apprentices	4/29/2021				<i>New training program will have realized savings in future years.</i>
Art 4, Sec 3	End Plant Mechanic apprenticeship program	4/29/2021				
Art 9, Sec 3, Pay Schedule	New Job Classification - Facilities Maintenance Worker	4/29/2021				
Art 3, Sec 5	Mechanic Premium when training increased from \$0.25 to \$3.00/hour	5/1/2021	\$ -	minimal	minimal	
Art 3, Sec 19	Training Assistants increase from \$1.75 to \$5.00/hour	5/1/2021	\$ -	minimal	minimal	
Art 3, Sec TBD	Tuition Program	9/1/2021	\$ -	\$ 51,000	\$ 51,000	This is the maximum amount per year.
Implementation MOA	Service Workers hired between 1/1/14 and 11/30/19, no offered apprenticeship receive \$4,000 one-time payment	by 6/30/2021	\$ -	\$ 556,000	\$ -	One-time payment.
Art 9, Sec 3, Pay Schedule	Operations Coordinators (\$36.00/hour)	10/9/2020	minimal	minimal	minimal	
Art 9, Sec 3, Pay Schedule	Operations Coordinators	12/1/2019	\$ 63,000	\$ 63,000	\$ 63,000	
Art 1, Sec 9, Par 4	Healthcare Status Quo	Retro	\$ 1,838,000	\$ -	\$ -	Reimbursement of premium costs incurred by employees.
Art 1, Sec 7, Par 3.m	Vacation accrual from date of hire as mini-run operator - applied to non-operators	4/1/2022	\$ -	\$ -	\$ 100,000	Estimated impact, varies upon employee's use versus cashout.
Art 2, Sec 4, new Par 10	Night Shift Differential - Instructors \$1.00/hour	4/29/2021	\$ -	minimal	minimal	
Art 2, Sec 6, Par 4	Night Shift Differential - Fare Inspectors \$1.00/hour	4/29/2021	\$ -	minimal	minimal	
Art 2, Sec 1, Par 10.a	Customer Service Night Shift Differential	4/29/2021	\$ -	minimal	minimal	
Art 2, Sec 1, Par 10.a	Night Shift Differential - Field Outreach and Community Relations \$1.00/hour	4/29/2021	\$ -	minimal	minimal	
Art 2, Sec 8, Par 4	Boot allowance for bus and field operations inspectors	4/29/2021	\$ -	minimal	minimal	
All Provisions	Total Impact of Contract Provision Changes		\$ 8,198,000	\$ 12,325,500	\$ 22,222,000	
	per Employee Cost Impact per year		\$ 3,040	\$ 4,366	\$ 7,719	

Note: A cost referenced as "minimal" indicates below \$50,000 impact.