

City Illustration for PBA #1

3 year agreement 8/1/02 - 7/31/05

\$1,000 lump sum payment upon ratification

General wage increase effective 8/1/03 3.00%

General wage increase effective 8/1/04 4.00% 7.12%

Funding for 3rd general wage increase effective 8/1/04:

New schedule for all 253 8:15's -2.71%

New 6-month academy rate of \$31,100* -0.24%

-2.95%

Going out cost of package 4.17%

* This costing has been adjusted to account for fewer new hires due to the proposed schedule change.

City Illustration for PBA #2

3 year agreement 8/1/02 - 7/31/05

\$1,000 lump sum payment upon ratification

General wage increase effective 8/1/03 3.00%

General wage increase effective 8/1/04 5.00% 8.15%

Funding for 3rd general wage increase effective 8/1/04:

10 additional tours for all (253 8:35's) -3.48%

new 6-month academy rate of \$24,920* -0.50%

-3.98%

Going out cost of package 4.17%

* This costing has been adjusted to account for fewer new hires due to the proposed schedule change.

City Illustration for PBA #3

3 year agreement 8/1/02 - 7/31/05

\$1,000 lump sum payment upon ratification

General wage increase effective 8/1/03 3.00%

General wage increase effective 8/1/04 4.00% 7.12%

Funding for 3rd general wage increase effective 8/1/04:

10 additional tours for new hires (253 B:35's) -1.18%

eliminate PLD for all -0.36%

No annuity for new hires until 1st Grade -0.13%

Recalc holiday pay (1/365 or 1/366 inst of 1/261) -0.93%

New 6-month academy rate at \$28,955 -0.35%

-2.95%

Going out cost of package

4.17%

City Illustration for PBA #4

3 year agreement 2/1/02 - 7/31/05

\$1,000 lump sum payment upon ratification

General wage increase effective 8/1/03 3.00%

General wage increase effective 8/1/04 4.00% 7.12%

Funding for 3rd general wage increase effective 8/1/04:

10 additional tours for new hires (253 8:35's) -1.18%

eliminate PLD for new hires -0.10%

No annuity for new hires until 1st Grade -0.13%

New academy step = \$23,000

after 6 months = \$30,000 -1.11%

after 1 year = \$35,950 -0.17%

2 paid holidays for new hires (2 fewer) -0.27%

3 fewer A/L days for new hires until 1st Grade -2.95%

Going out cost of package 4.17%

City Illustration for PBA #5

3 year agreement 8/1/02 - 7/31/05

\$1,000 lump sum payment upon ratification

General wage increase effective 8/1/03	3.00%	
General wage increase effective 8/1/04	<u>6.00%</u>	9.18%

Funding for 3rd general wage increase effective 8/1/04:

10 additional tours for all (253 8:35's)	-3.48%
--	--------

eliminate PLD for all	-0.36%
-----------------------	--------

No annuity for new hires until 1st Grade*	-0.11%
---	--------

New academy step = \$25,000	
-----------------------------	--

after 6 months = \$30,000	-1.06%
---------------------------	--------

after 1 year = \$35,210*	-5.01%
--------------------------	--------

Going out cost of package	4.17%
---------------------------	-------

* This costing has been adjusted to account for fewer new hires due to the proposed schedule change.

City Illustration for PBA #6

3 year agreement 8/1/02 - 7/31/05

\$1,000 lump sum payment upon ratification

General wage increase effective 8/1/03	3.00%	
General wage increase effective 8/1/04	4.00%	7.12%

<u>Funding for 3rd general wage increase effective 8/1/04:</u>		-2.63%
<u>Pension Reform*</u>		-0.32%
<u>New 6-month academy rate of \$30,550</u>		-2.95%

Going out cost of package		4.17%
---------------------------	--	-------

* see attached