

# ATTACHMENT III

UMC  
Engineering Department  
Fiscal Impact

	7/1/2021 COLA (retro)	7/1/2022 COLA (retro)	7/1/2022 Adjustment for 15 and 30 (retro)	7/1/2023 COLA (retro)	Bonus (hired 7/1/23 or prior and employed at time of pay)	PERS Impact (retro)	7/1/2021 COLA (Remaining FY24 Impact)	7/1/2022 COLA (Remaining FY24 Impact)	7/1/2022 Adjustment for 15 and 30 (Remaining FY24 Impact)	7/1/2023 COLA (Remaining FY24 Impact)	2023 Adjustment (merit if 2.9 or better rating)	7/1/2023 Education	7/1/2023 Differential Increases	PERS Impact (Remaining FY24 Impact)	7/1/24 COLA	7/1/24 Adjustment (merit if 2.9 or better rating)	7/1/2024 Education	7/1/2024 Differential Increases	PERS Impact FY25	7/1/25 COLA (CPI: 2% - 3%)	7/1/25 Adjustment 2% (merit if 2.9 or better rating)	7/1/2025 Education	7/1/2025 Differential Increases	PERS Impact FY26
<b>Fiscal Impact</b>	\$ 295,486	\$ 74,645	\$ 48,614	\$ 9,544	\$ 22,500	\$ 127,035	\$ 132,763	\$ 54,701	\$ 33,446	\$ 60,009	\$ 24,832	\$ 22,140	\$ 8,564	\$ 104,096	\$ 81,571	\$ 51,210	\$ 22,140	\$ 8,564	\$ 54,767	\$ 73,664	\$ 52,989	\$ 22,140	\$ 8,564	\$ 52,715
	FY 2024 Total Impact (including retro) <b>\$ 1,018,377</b>														FY 2025 Total Impact (above FY 2024) <b>\$ 218,252</b>					FY 2026 Total Impact (above FY 2025) <b>\$ 210,071</b>				

**Notes**

- The midpoint of 2.5 % was used to calculate this column.
- The columns in light yellow represent the potential financial impact of retroactive pay (Please see below for the retroactive pay impact amounts).
- Impact of Retroactive Pay : \$ 577,825**
- The columns in light blue represent the remaining FY24 financial impact from the revised union contract (Please see below for the future financial impact amount).
- FY24 Remaining Financial Impact : \$ 440,552**
- Total FY24 Financial Impact : \$ 1,018,377**
- The columns in light orange represent the future annual financial impacts (not compounded) from the revised union contract.