

PEB 250 RECOMMENDATION
Based on Weighted Average Rate – BMWED

Effective Date	General Wage Increase	Health Ins. Contribution Per Month	Health Ins. Design Per Month	Gross Hourly Wage	Net of Health Insurance
January 1, 2020	Amendable			\$30.71	\$30.71
July 1, 2020	3.00%			\$31.63	\$31.63
July 1, 2021	3.50%			\$32.74	\$32.74
July 1, 2022	7.00%			\$35.03	\$35.03
January 1, 2023		(\$66.11)	\$0.00	\$35.03	\$34.65
July 1, 2023	4.00%			\$36.43	\$36.05
January 1, 2024		(\$79.11)	\$0.00	\$36.43	\$35.97
July 1, 2024	4.50%			\$38.07	\$37.61
January 1, 2025	Amendable	(\$97.11)	\$0.00	\$38.07	\$37.51
Increase Over 5-Year Term				24.0%	22.1%
Increase Per Year				4.4%	4.1%
Total Value Over 5-Year Term of Contract Per Employee					\$32,924
Signing Bonus					\$5,000
Total Value Over Term					\$37,924

71% Percent of Ask

61% Percent of Ask

Note: Values based on 40 hour workweek.

PROPOSAL BY ORGANIZATION BEFORE PEB 250
Based on Weighted Average Rate – BMWED

Effective Date	General Wage Increase	Health Ins. Contribution Per Month	Health Ins. Design Per Month	Gross Hourly Wage	Net of Health Insurance
January 1, 2020	Amendable			\$30.71	\$30.71
January 1, 2020	6.00%			\$32.55	\$32.55
January 1, 2021	6.00%			\$34.50	\$34.50
January 1, 2022	8.00%			\$37.26	\$37.26
January 1, 2023	4.00%			\$38.75	\$38.75
January 1, 2024	4.00%			\$40.30	\$40.30
January 1, 2025	Amendable			\$40.30	\$40.30
Increase Over 5-Year Term				31.2%	31.2%
Increase Per Year				5.6%	5.6%
Total Value Over 5-Year Term of Contract Per Employee					\$61,993
Signing Bonus					\$0
Total Value Over Term					\$61,993

Note: Values based on 40 hour workweek.

ROTH/The Labor Bureau Inc.