

Summary of Union-County Salary Negotiations Based on a \$50,000 Annual Starting Salary

09/07/2023

In the matter of compensation, there has been significant movement from both sides. The union countered the county's last proposal of 7.5% over 3 years with 18% over 3 years and a \$2,000 ratification bonus. The county has countered the union proposal with 10% over 3 years and rejected the ratification bonus. The negotiations committee will not be accepting the county's last financial proposal.

County's last proposal of 7.5% over 3 years:

Year 1: $\$50,000 + 2.5\% \text{ of } \$50,000 = \$50,000 + \$1,250 = \$51,250$

Year 2: $\$51,250 + 2.5\% \text{ of } \$51,250 = \$51,250 + \$1,281.25 = \$52,531.25$

Year 3: $\$52,531.25 + 2.5\% \text{ of } \$52,531.25 = \$52,531.25 + \$1,313.28 = \$53,844.53$

Total after three years: \$157,625.78

Union's proposal of 18% over 3 years with a \$2,000 ratification bonus:

Union's proposal of 18% over 3 years:

Year 1:

Increase: $\$50,000 \times 6\% = \$3,000$

Total for Year 1: $\$50,000 + \$3,000 = \$53,000$

Year 2:

Increase: $\$53,000 \times 6\% = \$3,180$

Total for Year 2: $\$53,000 + \$3,180 = \$56,180$

Year 3:

Increase: $\$56,180 \times 6\% = \$3,370.80$

Total for Year 3: $\$56,180 + \$3,370.80 = \$59,550.80$

Total after three years: \$168,730.80 + \$2000 = \$170,730.80

County's counter proposal of 10% over 3 years:

Year 1: $\$50,000 + 3.33\% \text{ of } \$50,000 = \$50,000 + \$1,665 = \$51,665$

Year 2: $\$51,665 + 3.33\% \text{ of } \$51,665 = \$51,665 + \$1,720.42 = \$53,385.42$

Year 3: $\$53,385.42 + 3.33\% \text{ of } \$53,385.42 = \$53,385.42 + \$1,777.92 = \$55,163.34$

Total after three years: \$160,213.76

08/28/2023

The county also countered the union's compensation proposal with a three-year contract and a 7.5% raise. That's just a half percent increase from their last proposal of 7%.

County's last proposal of 7.5% over 3 years:

Year 1: $\$50,000 + 2.5\% \text{ of } \$50,000 = \$50,000 + \$1,250 = \$51,250$

Year 2: $\$51,250 + 2.5\% \text{ of } \$51,250 = \$51,250 + \$1,281.25 = \$52,531.25$

Year 3: $\$52,531.25 + 2.5\% \text{ of } \$52,531.25 = \$52,531.25 + \$1,313.28 = \$ 53844.53$

Total after three years: \$157,625.78

08/13/2023

Finally, the County has proposed a 7% raise over 3 years. This is a wide gap from our original 30% over 3 years (10/10/10). Additionally, the County has rejected the \$2,500 ratification bonus proposed originally by the Union.

Your Union is rejecting the County's proposal and has re-submitted their proposal for a 10% raise every year for 3 years along with the ratification bonus.

The Union has conceded that the County will not approve retroactive pay. This makes our request to resubmit our original wage increase proposal even more significant. We are standing firm on our request for the increase.

Union's proposal of 10% raise every year for 3 years with a \$2,500 ratification bonus:

Year 1: $\$50,000 + 10\% \text{ of } \$50,000 = \$50,000 + \$5,000 = \$55,000$

Year 2: $\$55,000 + 10\% \text{ of } \$55,000 = \$55,000 + \$5,500 = \$60,500$

Year 3: $\$60,500 + 10\% \text{ of } \$60,500 = \$60,500 + \$6,050 = \$66,550$

Total after three years: \$182050 + \$2500 = \$184550

County's proposal of 7% over 3 years:

Year 1: $\$50,000 + 2.33\% \text{ of } \$50,000 = \$50,000 + \$1,165 = \$51,165$

Year 2: $\$51,165 + 2.33\% \text{ of } \$51,165 = \$51,165 + \$1,192.14 = \$52,357.14$

Year 3: $\$52,357.14 + 2.33\% \text{ of } \$52,357.14 = \$52,357.14 + \$1,219.92 = \$53,577.06$

Total after three years: \$157099.2

07/27/2023

3-year contract with an initial 3% raise the pay period following ratification, 2% in June 2024, and 2% in June 2025.

County's proposal 3-year contract with an initial 3% raise the pay period following ratification, 2% in June 2024, and 2% in June 2025:

Year 1: $\$50,000 + 3\% \text{ of } \$50,000 = \$50,000 + \$1,500 = \$51,500$

Year 2: $\$51,500 + 2\% \text{ of } \$51,500 = \$51,500 + \$1,030 = \$52,530$

Year 3: $\$52,530 + 2\% \text{ of } \$52,530 = \$52,530 + \$1,050.60 = \$53,580.60$

Total after 3 years: \$157,610.60