

Impact of Benefit Changes on Take Home Pay

Employee w/no dependent coverage	Current Pay Scenario	Variation 1	Variation 2	Variation 3	Variation 4	Variation 5
Dept.	Transit					
Position	Courier					
Rate of Pay per hour	8.94					
Annual Rate	18,666.72					
Gross per pay period (80 hrs)	715.20	715.20	715.20	715.20	715.20	715.20
Payroll Deductions Per Pay Period						
Federal Withholding (single & 1)	(42.16)					
FICA & Medicare	(54.33)					
Employee Health Portion	(5.00)					
Dependent Health Premium (Family Rate)						
Retirement Contribution	-					
Short-term disability	-					
Long-term disability	-					
Net Pay Per Pay Period	613.71	613.71	613.71	613.71	613.71	613.71
Additional Impacts						
Increase in Employee Portion of Health Premium to \$20 per month		(5.00)		(5.00)	(5.00)	(5.00)
Dependent Health Rate Realignment Impact		n/a		n/a	n/a	n/a
Proposed FRS Contribution at 4%		-		(28.61)	(28.61)	(28.61)
Purchase of LT Disability Insurance		-		-	(9.00)	(9.00)
Purchase of ST Disability Insurance		-		-		(9.00)
New Net Pay w/add'l deductions		608.71		580.10	571.10	562.10
\$ Reduction in Take Home Pay		5.00		33.61	42.61	51.61
% Reduction in Take Home Pay		1%		6%	7%	9%
Employee w/Family Coverage	Current Pay Scenario	Variation 1	Variation 2	Variation 3	Variation 4	Variation 5
Dept.	Transit					
Position	Courier					
Rate of Pay per hour	8.94					
Annual Rate	18,666.72					
Gross per pay period (80 hrs)	715.20	715.20	715.20	715.20	715.20	715.20
Payroll Deductions Per Pay Period						
Federal Withholding (single & 1)	(42.16)					
FICA & Medicare	(54.33)					
Employee Health Portion	(5.00)					
Dependent Health Premium (Family Rate)	(127.50)					
Retirement Contribution	-					
Short-term disability	-					
Long-term disability	-					
Net Pay Per Pay Period	486.21	486.21	486.21	486.21	486.21	486.21
Additional Impacts						
Increase in Employee Portion of Health Premium to \$20 per month		(5.00)	(5.00)	(5.00)	(5.00)	(5.00)
Dependent Health Rate Realignment Impact		-	(19.13)	(19.13)	(19.13)	(19.13)
Proposed FRS Contribution at 4%		-	-	(28.61)	(28.61)	(28.61)
Purchase of LT Disability Insurance		-	-	-	(9.00)	(9.00)
Purchase of ST Disability Insurance		-	-	-		(9.00)
New Net Pay w/add'l deductions		481.21	462.08	433.47	424.47	415.47
\$ Reduction in Take Home Pay		5.00	24.13	52.74	61.74	70.74
% Reduction in Take Home Pay		1%	5%	12%	15%	17%

* Disability insurance premiums are estimated