

Work Rule Change Cost Analysis

Following are some estimated cost impacts for the proposed changes to the Salary Administration Policy, specifically, the sections of the policy that start on page 6 (Shift Differential and provisions following that section).

It should be noted, that it is very difficult to estimate the costs for some of these changes because emergency operations can vary greatly from year to year. Additionally, staffing changes vary from year to year that impact the costs of some of these provisions.

Additional costs based on proposed Salary Administration Policy:

Shift Differential	\$38,942
Higher Rate of Pay	(\$2,110)
Certification Pay	(\$500)
Telephone Call	
Emergency Call	\$16,950
Assigned Shift Change	\$2,080
Schedule Change	
Stand-by Pay	\$14,700
Call Duty	(\$1,740)
Total	\$68,322

(Costs are comprised of estimates for the departments of: Utilities, DPW, Police and Facilities).