

**OLYMPIA POLICE SERGEANTS
ECONOMIC AGREEMENTS SUMMARY
January 1, 2014**

The City and the Union are currently negotiating the labor contract for the period January 1, 2014 – December 31, 2016. The following summarizes the proposed agreement:

ITEM	AGREEMENT	ESTIMATED ANNUAL COST INCREASE
COLA	2014: 4% Wage Increase 2015: 2% Wage Increase* 2016: 2% Wage Increase*	\$45,000 \$23,250 \$23,750
Special Pays	2014 Instructor Pay 1%: 2014 Master Officer Pay 2%**: 2015 Instructor Pay 1%: 2015 Master Officer Pay 2%**: 2016 Instructor Pay 1%: 2016 Master Officer Pay 2%**:	\$100 \$200 \$50 \$ 100 \$50 \$ 100
Benefits Payroll tax & other increases due to COLA & Special Pays	2014: 2015: 2016:	\$6,450 \$3,650 \$3,750
Longevity	No Change	\$0
2014	TOTAL: As a percentage of annual payroll	\$51,750 .120%
2015	TOTAL: As a percentage of annual payroll	\$27,050 .061%
2016	TOTAL: As a percentage of annual payroll	\$27,650 .061%

* 2015 and 2016 increases are tied to City Sales Tax revenue, with a 2% minimum increase and a 4% maximum increase.

**Master Officer Pay begins at 27th year of service and expires December 31, 2015.

*** 2015 and 2016 increases are based on assumed 5% increase in health insurance rates.