

COMPARISON OF 2% "BONUS" AND 2% INCREASE ON BASE SALARY FOR CURRENT AND PROPOSED COUNTY PLAN

**CSEA Unit 9200
Westchester County Employees**

Sep-03

Bonus=Lump Sum= Non Compounded Zero Increase to Base Salary Chart

1995	CURRENT PLAN								PROPOSED PLAN				
	RAISE	1996	1997	1998	1999	2000	2001	SUBTOTAL	2002	2003	2004	TOTAL 1996-2004	
		2%	2%	3.50%	3.50%	3.50%	3.50%		2%	4%	4%		
GRADE 7	\$34,895	2% BONUS	35,592.90	35,592.90	36,116.33	37,380.40	38,688.71	40,042.82	223,414.05	40,843.67	41,644.53	43,310.31	349,212.55
		2% ON BASE	35,592.90	36,304.76	37,575.42	38,890.56	40,251.73	41,660.54	230,275.93	42,493.76	44,193.51	45,961.25	362,924.43
							1,650.08 *	6,861.88 **			2,650.94 *	13,711.88 **	
GRADE 8	\$38,375	2% BONUS	39,142.50	39,142.50	39,718.13	41,108.26	42,547.05	44,036.20	245,694.63	44,916.92	45,797.64	47,629.55	384,038.74
		2% ON BASE	39,142.50	39,925.35	41,322.74	42,769.03	44,265.95	45,815.26	253,240.83	46,731.56	48,600.83	50,544.86	399,118.07
							1,779.06 *	7,546.20 **			2,915.31 *	15,079.33 **	
GRADE 9	\$42,160	2% BONUS	43,003.20	43,003.20	43,635.60	45,162.85	46,743.55	48,379.57	269,927.96	49,347.16	50,314.75	52,327.34	421,917.22
		2% ON BASE	43,003.20	43,863.26	45,398.48	46,987.42	48,631.98	50,334.10	278,218.46	51,340.79	53,394.42	55,530.19	438,483.86
							1,954.53 *	8,290.50 **			3,202.85 *	16,566.64 **	
GRADE 10	\$46,460	2% BONUS	47,389.20	47,389.20	48,086.10	49,769.11	51,511.03	53,313.92	297,458.56	54,380.20	55,446.48	57,664.33	464,949.57
		2% ON BASE	47,389.20	48,336.98	50,028.78	51,779.79	53,592.08	55,467.80	306,594.63	56,577.16	58,840.24	61,193.85	483,205.88
							2,153.88 *	9,136.06 **			3,529.52 *	18,256.31 **	
GRADE 11	\$53,035	2% BONUS	54,095.70	54,095.70	54,891.23	56,812.42	58,800.85	60,858.88	339,554.78	62,076.06	63,293.24	65,824.97	530,749.04
		2% ON BASE	54,095.70	55,177.61	57,108.83	59,107.64	61,176.41	63,317.58	349,983.77	64,583.93	67,167.29	69,853.98	551,588.98
							2,458.70 *	10,428.99 **			4,029.01 *	20,839.93 **	
GRADE 12	\$59,140	2% BONUS	60,322.80	60,322.80	61,209.90	63,352.25	65,569.58	67,864.51	378,641.83	69,221.80	70,579.09	73,402.25	591,844.98
		2% ON BASE	60,322.80	61,529.26	63,682.78	65,911.68	68,218.59	70,606.24	390,271.34	72,018.36	74,899.10	77,895.06	615,083.85
							2,741.73 *	11,629.50 **			4,492.81 *	23,238.87 **	
GRADE 13	\$64,930	2% BONUS	66,228.60	66,228.60	67,202.55	69,554.64	71,989.05	74,508.67	415,712.11	75,998.84	77,489.02	80,588.58	649,788.54
		2% ON BASE	66,228.60	67,553.17	69,917.53	72,364.65	74,897.41	77,518.82	428,480.18	79,069.20	82,231.96	85,521.24	675,302.58
							3,010.15 *	12,768.07 **			4,932.67 *	25,514.04 **	
GRADE 14	\$70,955	2% BONUS	72,374.10	72,374.10	73,438.43	76,008.77	78,669.08	81,422.49	454,286.97	83,050.94	84,679.39	88,066.57	710,083.87
		2% ON BASE	72,374.10	73,821.58	76,405.34	79,079.52	81,847.31	84,711.96	468,239.81	86,406.20	89,862.45	93,456.95	737,965.42
							3,289.47 *	13,952.85 **		3,355.26	5,390.38 *	27,881.54 **	
GRADE 15	\$77,575	2% BONUS	79,126.50	79,126.50	80,290.13	83,100.28	86,008.79	89,019.10	496,671.29	90,799.48	92,579.86	96,283.06	776,333.68
		2% ON BASE	79,126.50	80,709.03	83,533.85	86,457.53	89,483.54	92,615.47	511,925.92	94,467.78	98,246.49	102,176.35	806,816.53
							3,596.37 *	15,254.63 **			5,893.29 *	30,482.85 **	

NOTE: AMOUNTS SHOWN INCLUDES SALARY PLUS BONUS FOR GIVEN YEAR.

* (YEARLY SALARY LOST DUE TO BONUS YEARS)

** (TOTAL MONEY LOST DUE TO BONUS YEARS)

Assuming that grade 7 represents the average CSEA salary for 3800 employees, the County has thus far gained a total of 3800 x \$6,861.88 = \$26,075,144 (1996-2001) and hopes to gain 3800 x \$13,711.88 = \$52,105,144 (1996-2004) to use for other purposes rather than paying a decent salary increase to the working employees and their families.