

Bargaining Unit Title	Pay Increase Element	Effective Date	End Date (if Any)	# of Affected Employees	Y1	Y2
WFSE	Across-the-board increases - 4% 7/1/23, 3% 7/1/24	7/1/23 and 7/1/24		3,116	\$6,265,592	\$11,303,306
WFSE	Healthcare R&R increases - 4% 1/1/23, 5% 7/1/23	1/1/23 and 7/1/23		1,193	\$5,619,725	\$5,740,957
WFSE	Critical R&R Increases	9/1/2022		722	\$1,870,455	\$1,870,455
WFSE	Critical R&R: Hospital Custodian Proposal	10/1/2022		391	\$1,717,106	\$1,717,106
WFSE	Market Increases	11/16/22 or 7/1/23		221	\$614,216	\$614,216
WFSE	R&R: Second Round	11/16/2022		62	\$180,657	\$180,657
WFSE	R&R: Skilled Trades	7/1/2023		323	\$2,258,354	\$2,258,354
WFSE	Table Movement (non-healthcare to healthcare)	11/16/2022		254	\$112,142	\$112,142
WFSE	New Premium: Skilled Trades License	7/1/2023		195	\$846,510	\$846,510
WFSE	Premium Increase: Cert Pay	7/1/2023		49	\$19,633	\$19,633
WFSE	Premium Increase: Standby	7/1/2023			\$7,619	\$7,619
WFSE	Premium Increase: Skilled Trades Standby	7/1/2023		42	\$44,767	\$44,767
WFSE	Premium Increase: Custodian Lead	7/1/2023		73	\$12,835	\$12,835
WFSE	Scholarship Fund increase	7/1/2023			\$50,000	\$50,000
WFSE	Education Support Funds Increase	7/1/2023		105	\$21,000	\$21,000
WFSE	Lump Sums	7/1/2023		1,923	\$1,346,100	\$0
WFSE	Annual Step Increases				\$2,144,781	\$2,144,781
Bargaining Unit Total					\$23,131,492	\$26,944,338
Bargaining Unit Total w/ Marginal Benefit Rate (18.6%)					\$27,433,950	\$31,955,985