Attachment 4

DOM Tentative List of Assumptions for Calculation of FY 2003 Salary Adjustment

Category	EFF	SPOC	AFSCME General Govt	AFSCME Regents	AFSCME Judicial	IUP	Non-Contract Executive	Non-Contract Regents	Non-Contract Judicial	PPME	Elected/ Appointed
FY 03											
Steps		yes	yes	yes	yes	yes	yes	no		yes	no
ATB	7/1/02	3%	3% 11/1/02	.41 per hour 7/01/02	3%	3	3% 11/1/02	no - merit based performance pay averaging 4% as of 7/1/02		2/2(1/1/03)	none
Deferred Comp		$25 a month on 1/1/03	yes	N/A	$25 on 7/1/02	N/A	N/A	N/A		$25 on 7/1/02	N/A
New Pay Plan		Conservation Officers will move to pay plan 017 Effective 7/1/02(Class 05355)	All General Govt pay plans will move to the AFSCME 013 (014) pay plans Effective 7/1/02	All Regents will move to a min/max Pay plan Effective 7/1/02	N/A	N/A		N/A			
New Step in Pay Plan			Step of 4% added to 014 pay plan effective 2/1/2003	Step of 4.5% added to new pay plan effective 2/1/2003	Add a new step of 4% effective 2/1/2003	N/A	Step of 4% added to 014 pay plan effective 2/1/2003(not funded)	N/A			
Pay Grade Reviews		Trooper3 w/2%(7/1/02) Trooper3 Pilots(7/1/02)	Out of State Auditor(7/1/02) 30-32 ALJ1(7/1/02) 32-35 ALJ2(7/1/02)35-38 27-29				ALJ3(7/1/02)36-39	N/A			
Health	1/1/03	Assume 10% 7/1/02	Assume 10%	Assume 10%	Assume 10%	Assume 10%	Assume 10%	Assume 10%	Assume 10%	Assume 10%	Assume 10%
Dental Insurance		?	?	?	?	?	?		?	?	?
LTD	1/1/03	.0047	.0047	.0047 ?	.0047	.0047	.0047	?	.0047	.0047	.0047
IPERS		?	?	?	?	?	?	IPERS & TIAA/CREF & FICA based on salary	?	?	?
Other Info											
		AFSCME & Non-contract paygrade reviews get 4% for each paygrade forward.	AFSCME & Non-contract new step must be on max of old step for at least a year								

12/16/2001 4:57 PM
Source: Department of Management