

## HPOU 4-3 Cost Impact

### *Base Only*

<b>Base Salary</b>	<b>7%</b>	<b>4 - 3</b>		
		<b>FY2020</b>	<b>FY2021</b>	<b>2 Yr Impact</b>
	Year 1      4%	14,091,459	14,091,459	28,182,918
	Year 2      3%		11,615,357	11,615,357
	<b>Total cost over 2 years</b>	<b>14,091,459</b>	<b>25,706,816</b>	<b>39,798,275</b>
	Cumulative Impact	14,091,459	39,798,275	
Incremental Impact	14,091,459	11,615,357		

### *Fully Loaded*

<b>Total cost including pension &amp; FICM</b>	<b>7%</b>	<b>4 - 3</b>		
		<b>FY2020</b>	<b>FY2021</b>	<b>2 Yr Impact</b>
	Year 1      4%	18,779,687	18,779,687	37,559,375
	Year 2      3%		15,482,109	15,482,109
	<b>Total cost over 2 years</b>	<b>18,779,687</b>	<b>34,261,797</b>	<b>53,041,484</b>
	Cumulative Impact	18,779,687	53,041,484	
Incremental Impact	18,779,687	15,482,109		

Note: Pension rate for FY20 = 31.82%, FY21 = 31.84%. FICM = 1.45%

<b>Evergreen Provision (2% ACB for FY2022)</b>	<b>2%</b>
	<b>FY2022</b>
	Incremental Impact 11,088,698
<b>Total Cost Including Pension &amp; FICM</b>	<b>Total cost over 3 years</b> 98,391,979

Note: Pension rate for FY22 = 31.92%, FICM = 1.45%