

TOTAL COST TOWN OF GREENWICH - BOE - GOSA CONTRACT FY18-19 to FY21-22

	2018-2019 BASE	2019-2020 YEAR 1	2020-2021 YEAR 2	2021-2022 YEAR 3	TOTAL Y1+Y2+Y3
Wages	\$ 8,829,606	\$ 9,013,295	\$ 9,211,817	\$ 9,400,659	\$ 27,625,771
403b Contributions	\$ 204,852	\$ 238,203	\$ 238,203	\$ 238,203	\$ 714,610
PhD Stipend	\$ 6,000	\$ 8,000	\$ 8,000	\$ 8,000	\$ 24,000
Longevity	\$ 6,000	\$ 6,000	\$ 6,000	\$ 6,000	\$ 18,000
Total Wages	\$ 9,046,457	\$ 9,265,498	\$ 9,464,021	\$ 9,652,863	\$ 28,382,382
% change year-to-year		2.42%	2.14%	2.00%	6.70%
\$ change year-to-year		\$ 219,041	\$ 198,523	\$ 188,842	\$ 606,405
Medical	\$ 979,450	\$ 1,039,775	\$ 1,103,484	\$ 1,170,732	\$ 3,313,991
Dental	\$ 64,960	\$ 68,208	\$ 71,618	\$ 73,872	\$ 213,699
FSA Contribution	\$ 7,800	\$ 7,800	\$ 7,800	\$ 7,800	\$ 23,400
Life Insurance	\$ 15,258	\$ 15,575	\$ 15,918	\$ 16,244	\$ 47,737
Disability Insurance	\$ 23,034	\$ 23,034	\$ 23,034	\$ 23,034	\$ 69,101
Total TOWN Health Care	\$ 1,090,501	\$ 1,154,392	\$ 1,221,854	\$ 1,291,682	\$ 3,667,928
% change year-to-year		5.86%	5.84%	5.71%	18.45%
\$ change year-to-year		\$ 63,891	\$ 67,462	\$ 69,828	\$ 201,181
Education Development Grants	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 90,000
	\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL OTHER	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 90,000
% change year-to-year		0.00%	0.00%	0.00%	0.00%
\$ change year-to-year		\$ -	\$ -	\$ -	\$ -
TOTAL	\$ 10,166,959	\$ 10,449,890	\$ 10,715,875	\$ 10,974,545	\$ 32,140,310
% change year-to-year		2.78%	2.55%	2.41%	7.94%
\$ change year-to-year		\$ 282,931	\$ 265,985	\$ 258,670	\$ 807,586

2018-19 Current Schedule

Step	Headmaster	Middle School Principal	Elementary Principal	Program Coordinator House Admin/Dean MS AP	Assistant Principal Elementary
	225 days	225 days	225 days	225 days	210 days
2	n/a	n/a	n/a	\$161,165	\$142,063
3	\$199,185	\$181,060	\$172,193	\$162,954	\$143,733

Program Administrator	Athletic Director	Assistant Headmaster
220 days	225 days	225 days
\$149,471	\$152,868	\$177,279
\$151,607	\$155,052	\$179,070

FY 18-19 BASE YEAR

2018-2019 Salary Schedule			
	Days	Step 2	Step 3
Headmaster	225		\$ 199,185
MS Principal	225		\$ 181,060
ELE Principal	225		\$ 172,193
Coordinator	225	\$ 161,165	\$ 162,954
House Admin	225	\$ 161,165	\$ 162,954
AP Middle	225	\$ 149,471	\$ 151,607
AP Elementary	210	\$ 142,063	\$ 143,733
Prog Admin	220	\$ 149,471	\$ 151,607
Dean of Students	225	\$ 149,471	\$ 151,607
Asst Headmaster	225	\$ 177,279	\$ 179,070
Athletics Director	225	\$ 152,868	\$ 155,052
Assistant Director	225	\$ 161,165	\$ 162,954
Research Manager	225	\$ 157,029	\$ 159,004

2018-2019 FTE Count	
Step 2	Step 3
	1.00
	3.00
	11.00
	9.80
	5.00
1.00	5.00
	11.00
	3.20
	1.00
	1.00
	1.00
	1.00
	1.00
Total	55.00

2018-2019 Cost	
Step 2	Step 3
-	\$ 199,185
-	\$ 543,180
-	\$ 1,894,123
-	\$ 1,596,949
-	\$ 814,770
149,471	\$ 758,035
-	\$ 1,581,063
-	\$ 485,142
-	\$ 151,607
-	\$ 179,070
-	\$ 155,052
-	\$ 162,954.00
-	\$ 159,004.00
Total	\$ 8,829,606

403b Contributions			
At least	225		4,085

40.80

Base
\$ 166,668

less than	220	2,689
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	14.20
Total	55.00

	\$ 38,184
Total	\$ 204,852

TOTAL	\$ 9,034,457
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FY 19-20 YEAR 1 - Board Proposed Schedule

GWI 101.90%

2019-2020				
	Days	Step 1	Step 2	Step 3
Percentage		96%	98%	100%
Headmaster	225	\$ 194,851	\$ 198,910	\$ 202,970
MS Principal	225	\$ 177,120	\$ 180,810	\$ 184,500
ELE Principal*	225	\$ 170,896	\$ 174,430	\$ 176,715
Coordinator	225	\$ 159,408	\$ 162,729	\$ 166,050
House Admin	225	\$ 159,408	\$ 162,729	\$ 166,050
AP Middle	225	\$ 148,308	\$ 151,398	\$ 154,488
AP Elementary	210	\$ 140,605	\$ 143,535	\$ 146,464
Prog Admin	220	\$ 148,308	\$ 151,398	\$ 154,488
Dean of Students	225	\$ 148,308	\$ 151,398	\$ 154,488
Asst Headmaster	225	\$ 175,173	\$ 178,823	\$ 182,472
Athletics Director	225	\$ 151,678	\$ 154,838	\$ 157,998
Assistant Director	225	\$ 159,408	\$ 162,729	\$ 166,050
Research Manager	225	\$ 155,544	\$ 158,785	\$ 162,025

2019-2020		
Step 1	Step 2	Step 3
		1.00
		3.00
		11.00
		9.80
		5.00
		6.00
		11.00
		3.20
		1.00
		1.00
		1.00
		1.00
Total	0.00	55.00

2019-2020		
Step 1	Step 2	Step 3
		\$ 202,970
		\$ 553,500
		\$ 1,943,861
		\$ 1,627,291
		\$ 830,251
		\$ 926,925
		\$ 1,611,103
		\$ 494,360
		\$ 154,488
		\$ 182,472
		\$ 157,998
		\$ 166,050
		\$ 162,025
Total	-	\$ 9,013,295

403b Contributions			
At least	225		4,750
less than	220		3,127

*Base salary increased by \$1,250 for equity adjustment for Elementary Principal

	0.00	0.00	40.80
	0.00	0.00	14.20
Total	0.00	0.00	55.00

Base	
	\$ 193,800
	\$ 44,403
Total	\$ 238,203

TOTAL	\$ 9,251,498
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FY 20-21 YEAR 2 Board Proposal Schedule

GWI 102.05%

2020-2021				
	Days	Step 1	Step 2	Step 3
Headmaster	225	\$ 198,845	\$ 202,988	\$ 207,130
MS Principal	225	\$ 180,751	\$ 184,517	\$ 188,282
ELE Principal*	225	\$ 175,649	\$ 179,256	\$ 181,587
Coordinator	225	\$ 162,676	\$ 166,065	\$ 169,454
House Admin	225	\$ 162,676	\$ 166,065	\$ 169,454
AP Middle	225	\$ 151,348	\$ 154,502	\$ 157,655
AP Elementary	210	\$ 143,487	\$ 146,477	\$ 149,466
Prog Admin	220	\$ 151,348	\$ 154,502	\$ 157,655
Dean of Students	225	\$ 151,348	\$ 154,502	\$ 157,655
Asst Headmaster	225	\$ 178,764	\$ 182,489	\$ 186,213
Athletics Director	225	\$ 154,787	\$ 158,012	\$ 161,237
Assistant Director	225	\$ 162,676	\$ 166,065	\$ 169,454
Research Manager	225	\$ 158,733	\$ 162,040	\$ 165,347

2020-2021		
Step 1	Step 2	Step 3
		1.00
		3.00
		11.00
		9.80
		5.00
		6.00
		11.00
		3.20
		1.00
		1.00
		1.00
		1.00
Total	0.00	0.00

2020-2021 Cost		
Step 1	Step 2	Step 3
		\$ 207,130
		\$ 564,847
		\$ 1,997,460
		\$ 1,660,651
		\$ 847,271
		\$ 945,927
		\$ 1,644,131
		\$ 504,494
		\$ 157,655
		\$ 186,213
		\$ 161,237
		\$ 169,454
		\$ 165,347
Total	-	\$ 9,211,817

403b Contributions			
At least	225		4,750
less than	220		3,127

*Base salary increased by \$1,250 for equity adjustment for Elementary Principal

	0.00	0.00	40.80
	0.00	0.00	14.20
Total	0.00	0.00	55.00

Base	
	\$ 193,800
	\$ 44,403
Total	\$ 238,203

TOTAL	\$ 9,450,021
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FY 21-22 YEAR 3 Board Proposal Schedule

GWI 102.05%

2021-2022 Salary Schedule				
	Days	Step 1	Step 2	Step 3
Headmaster	225	\$ 202,922	\$ 207,149	\$ 211,377
MS Principal	225	\$ 184,456	\$ 188,299	\$ 192,142
ELE Principal*	225	\$ 179,250	\$ 182,931	\$ 185,310
Coordinator	225	\$ 166,011	\$ 169,469	\$ 172,928
House Admin	225	\$ 166,011	\$ 169,469	\$ 172,928
AP Middle	225	\$ 154,451	\$ 157,669	\$ 160,886

2021-2022		
Step 1	Step 2	Step 3
		1.00
		3.00
		11.00
		9.80
		5.00
		6.00

2021-2022	
Step 2	Step 3
-	\$ 211,377
-	\$ 576,427
-	\$ 2,038,408
-	\$ 1,694,694
-	\$ 864,640
-	\$ 965,319

AP Elementary	210	\$ 146,429	\$ 149,480	\$ 152,530
Prog Admin	220	\$ 154,451	\$ 157,669	\$ 160,886
Dean of Students	225	\$ 154,451	\$ 157,669	\$ 160,886
Asst Headmaster	225	\$ 182,429	\$ 186,230	\$ 190,030
Athletics Director	225	\$ 157,961	\$ 161,251	\$ 164,542
Assistant Director	225	\$ 166,011	\$ 169,469	\$ 172,928
Research Manager	225	\$ 161,987	\$ 165,362	\$ 168,736

			11.00
			3.20
			1.00
			1.00
			1.00
			1.00
			1.00
Total	0.00	0.00	55.00

-	\$ 1,677,835
-	\$ 514,837
-	\$ 160,886
-	\$ 190,030
-	\$ 164,542
-	\$ 172,928
-	\$ 168,736
Total	\$ 9,400,659

403b Contributions			
At least	225		4,750
less than	220		3,127

	0.00	0.00	40.80
	0.00	0.00	14.20
Total	0.00	0.00	55.00

Base	
	\$ 193,800
	\$ 44,403
Total	\$ 238,203
TOTAL	\$ 9,638,863

GOSA Medical, FSA, Life Insur. and Disability Insur. Costs based on current Contract

	Current year (2018-2019)	Year 1 (2019- 2020)	Year 2 (2020-2021)	Year 3 (2021-2022)	3 Year Totals
Medical *	\$ 979,450	\$ 1,057,806	\$ 1,142,431	\$ 1,233,825	\$ 3,434,062
Dental **	\$ 64,960	\$ 68,208	\$ 71,618	\$ 75,199	\$ 215,026
FSA Contribution	\$ 7,800	\$ 7,800	\$ 7,800	\$ 7,800	\$ 23,400
Life Insurance ***	\$ 15,258	\$ 15,575	\$ 15,918	\$ 16,244	\$ 47,737
Disability Insur	\$ 23,034	\$ 23,034	\$ 23,034	\$ 23,034	\$ 69,101
Total Costs	\$ 1,090,501	\$ 1,172,423	\$ 1,260,801	\$ 1,356,102	\$ 3,789,326
\$ chg yr to yr		\$ 81,921	\$ 88,378	\$ 95,302	
% chg yr to yr		7.51%	7.54%	7.56%	

* Assumed trend of 8% per year for medical (SPP)

** Assumed trend of 5% per year for dental (Town)

*** Life insurance cost dependent on increase in salaries. Above projects a 1.0% increase in wage base

GOSA Medical, FSA, Life Insur. and Disability Insur. with BOE Proposed Changes to Employee Cost Share

	Current year (2018-2019)	Year 1 (2019- 2020)	Year 2 (2020-2021)	Year 3 (2021-2022)	3 Year Totals
Medical *	\$ 979,450	\$ 1,039,775	\$ 1,103,484	\$ 1,170,732	\$ 3,313,991
Dental **	\$ 64,960	\$ 68,208	\$ 71,618	\$ 73,872	\$ 213,699
FSA Contribution	\$ 7,800	\$ 7,800	\$ 7,800	\$ 7,800	\$ 23,400
Life Insurance ***	\$ 15,258	\$ 15,575	\$ 15,918	\$ 16,244	\$ 47,737
Disability Insur ***	\$ 23,034	\$ 23,034	\$ 23,034	\$ 23,034	\$ 69,101
Total Costs	\$ 1,090,501	\$ 1,154,392	\$ 1,221,854	\$ 1,291,682	\$ 3,667,928
\$ chg yr to yr		\$ 63,891	\$ 67,462	\$ 69,828	
% chg yr to yr		5.86%	5.84%	5.71%	

GOSA Medical, FSA, Life Insur. and Disability Insur. Variances Current v Proposed

	Current year (2018-2019)	Year 1 (2019- 2020)	Year 2 (2020-2021)	Year 3 (2021-2022)	3 Year Totals
Total Costs Current CBA	\$ 1,090,501	\$ 1,172,423	\$ 1,260,801	\$ 1,356,102	\$ 3,789,326
Total Costs BOE Proposed	\$ 1,090,501	\$ 1,154,392	\$ 1,221,854	\$ 1,291,682	\$ 3,667,928
Variance	\$ -	\$ (18,031)	\$ (38,946)	\$ (64,420)	\$ (121,398)

Med Trend	108%	{to change trend adjust here}
Dental Trend	105%	{to change trend adjust here}

Medical					
ESC	12%	13.5%	15%	16.5%	{to change ESC adjust here}
BOE Cost	88%	86.5%	85%	83.5%	
Dental					
ESC	15%	15%	15%	16.5%	{to change ESC adjust here}
BOE Cost	85%	85%	85%	83.5%	

GOSA Current and Projected Employee Premium Cost Shares - July 1, 2018 Premiums with 8% Trend Medical/5% Trend Dental

Current Cost Share

Med/Dental Emp %

				<i>Variance from prior year</i>		
	<u>Single</u>	<u>Couple</u>	<u>Family</u>	<u>Single</u>	<u>Couple</u>	<u>Family</u>
Current						
ECS 12%	\$ 846.63	\$ 1,815.43	\$ 2,219.11			
ESC 15%	\$ 55.67	\$ 105.80	\$ 150.30			
Total Monthly Premium	\$ 902.30	\$ 1,921.23	\$ 2,369.41			
Employee Monthly Contribution	\$ 109.95	\$ 233.72	\$ 288.84			
Employee Annual Contribution	\$ 1,319.35	\$ 2,804.66	\$ 3,466.06			
Bi-Weekly Deduction	\$ 50.74	\$ 107.87	\$ 133.31	-	-	-

BOE Employee Cost Share Proposal

July 1, 2019						
ECS 15%	\$ 914.36	\$ 1,960.66	\$ 2,396.64			
ESC 15%	\$ 58.45	\$ 111.09	\$ 157.82			
Total Monthly Premium	\$ 972.81	\$ 2,071.75	\$ 2,554.45			
Employee Monthly Contribution	\$ 145.92	\$ 310.76	\$ 383.17			
Employee Annual Contribution	\$ 1,751.07	\$ 3,729.16	\$ 4,598.02			
Bi-Weekly Deduction	\$ 67.35	\$ 143.43	\$ 176.85	\$ 16.60	\$ 35.56	\$ 43.54
July 1, 2020						
ECS 17.5%	\$ 987.51	\$ 2,117.52	\$ 2,588.37			
ESC 17.5%	\$ 61.38	\$ 116.64	\$ 165.71			
Total Monthly Premium	\$ 1,048.89	\$ 2,234.16	\$ 2,754.08			
Employee Monthly Contribution	\$ 183.55	\$ 390.98	\$ 481.96			
Employee Annual Contribution	\$ 2,202.66	\$ 4,691.74	\$ 5,783.56			
Bi-Weekly Deduction	\$ 84.72	\$ 180.45	\$ 222.44	\$ 17.37	\$ 37.02	\$ 45.60
July 1, 2021						
ECS 20%	\$ 1,066.51	\$ 2,286.92	\$ 2,795.44			
ESC 20%	\$ 64.44	\$ 122.48	\$ 173.99			
Total Monthly Premium	\$ 1,130.95	\$ 2,409.40	\$ 2,969.43			
Employee Monthly Contribution	\$ 226.19	\$ 481.88	\$ 593.89			
Employee Annual Contribution	\$ 2,714.29	\$ 5,782.55	\$ 7,126.63			
Bi-Weekly Deduction	\$ 104.40	\$ 222.41	\$ 274.10	\$ 19.68	\$ 41.95	\$ 51.66

	<u>Single</u>	<u>Couple</u>	<u>Family</u>
Increase in Emp Cost share in 2021 from current	\$ 53.65	\$ 114.53	\$ 140.79

						Total Premiums			BOE/Town Premiums			
	<u>Single</u>	<u>Couple</u>	<u>Family</u>	<u>Waive</u>	<u>Totals</u>	<u>Single</u>	<u>Couple</u>	<u>Family</u>	<u>Single</u>	<u>Couple</u>	<u>Family</u>	<u>Totals</u>
Current	9	9	31	8	57	\$7,620	\$16,339	\$68,792	\$6,705	\$14,378	\$60,537	\$81,621
ESC 15%	9	10	32	6	57	\$501	\$1,058	\$4,810	\$426	\$899	\$4,088	\$5,413
									Medical	Annually	\$979,450	
									Dental	Annually	\$64,960	
July 1, 2019												
ECS 15%	9	9	31	8	57	\$8,229	\$17,646	\$74,296	\$7,118	\$15,264	\$64,266	\$86,648
ESC 15%	9	10	32	6	57	\$526	\$1,111	\$5,050	\$447	\$944	\$4,293	\$5,684
Total Monthly Premium												
Employee Monthly Contribution												
Employee Annual Contribution												
Bi-Weekly Deduction												
									Medical	Annually	\$1,039,775	
									Dental	Annually	\$68,208	
July 1, 2020												
ECS 17.5%	9	9	31	8	57	\$8,888	\$19,058	\$80,239	\$7,554	\$16,199	\$68,204	\$91,957
ESC 17.5%	9	10	32	6	57	\$552	\$1,166	\$5,303	\$470	\$991	\$4,507	\$5,968
Total Monthly Premium												
Employee Monthly Contribution												
Employee Annual Contribution												
Bi-Weekly Deduction												
									Medical	Annually	\$1,103,484	
									Dental	Annually	\$71,618	
July 1, 2021												
ECS 20%	9	9	31	8	57	\$9,599	\$20,582	\$86,659	\$8,015	\$17,186	\$72,360	\$97,561
ESC 20%	9	10	32	6	57	\$580	\$1,225	\$5,568	\$484	\$1,023	\$4,649	\$6,156
Total Monthly Premium												
Employee Monthly Contribution												
Employee Annual Contribution												
Bi-Weekly Deduction												
									Medical	Annually	\$1,170,732	
									Dental	Annually	\$73,872	

GOSA LIFE AND DISABILITY INSURANCE COSTS

		<i>Year 1</i>	<i>Year 2</i>	<i>Year 3</i>	
		<i>(2019-</i>	<i>(2020-</i>	<i>(2021-</i>	
		<i>2020)</i>	<i>2021)</i>	<i>2022)</i>	
		_____	_____	_____	
GOSA Total Salary 17-18	\$8,829,606	\$9,013,295	\$9,211,817	\$9,400,659	Salaries from rc
Life	\$0.116 per \$1,000				
AD&D	\$0.028 per \$1,000				
Total	\$0.144 per \$1,000				
Salary/\$1,000	\$8,829.61	\$9,013.29	\$9,211.82	\$9,400.66	
Monthly Cost per \$1,000	\$1,271.46	\$1,297.91	\$1,326.50	\$1,353.69	
Annual Premium	\$15,258	\$15,575	\$15,918	\$16,244	
Disability	\$0.449 per \$100 of benefit of 7,500 max				
7,500/100	75				
Monthly Cost per \$100	\$1,919				
Annual Premium	\$23,034				

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