

Union Concession Options**Concessions**

	FY 18	FY 19
20% Premium Increase	116.0	116.0
Implement Tiered Deductible (\$1,000, \$1,500, \$2,000)	47.9	47.9
Increase Rx Copays	16.7	16.7
Increase Office Visit Copay by \$10	15.8	15.8
Increase SERS Contribution to 6% (Pew Projection)	143.0	139.0
Elimination of Overtime from Pension (Pew Projection)	70.0	70.0
!0% Increase in Dental Premiums	0.7	0.7
Emergency Visit Copay Increase for Non-Emergencies (\$30 to \$300)	10.3	10.3
Increase Union Employee Contributions for Retiree Health from 3% to 5% (OPEB)	54.4	54.4
Wage Rate Differential	33.3	33.3
Elimination of Longevity	22.8	22.8
Eliminate State Funding for Union Work	3.2	3.2
Salary Reduction	32.3	32.3
Seven Furlough Days	63.0	63.0
Accumulated Leave	38.1	38.1
Elimination of Meal Allowance	16.0	16.0
Retiree Pension COLA Change (Maximum of 2%)	0.0	0.0
Medicare Advantage Conversion (Estimate)	42.0	42.0
Total Potential SEBAC Savings	725.6	721.6