

### Collective Bargaining Potential Costs

(Amounts are estimated based on employees at a specific point in time. This will need to be updated based on current employees)

	FY 2012	FY 2013	FY 2014	FY 2015
<b>Salary Restoration (snapback)*:</b>				
UHPA	1,200,000	1,200,000	1,200,000	1,200,000
HGEA	460,000	460,000	460,000	460,000
UPW	125,000	125,000	125,000	125,000
E/M	175,000	175,000	175,000	175,000
<b>UHPA</b>				
UHPA - salary reduction repayment (25%, 25%, 50%)		450,000	450,000	900,000
UHPA - 3% increase			600,000	1,210,000
<b>Total</b>	<b>1,960,000</b>	<b>2,410,000</b>	<b>3,010,000</b>	<b>4,070,000</b>
* This data is provided for informational purposes but final determination to be made after contract negotiations and BOR approval for E/M.				

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