

**SRP Economic Proposal 2008-2009**

1. A total amount of \$1,178,805 will be provided to pay step increases for all SRP. This amount will include the appropriate service factor and longevity payments.
2. An additional amount of \$1,447,084 will be provided to improve SRP salary schedules.
3. An additional amount of \$201,435 to increase the Service Factor from nine cents (\$.09) to ten cents (\$.10) per hour.
4. The Longevity Payment shall continue to be paid at the 2007-2008 rate.
5. All other current supplements and differentials will continue to be paid at the 2007-2008 rates.
6. The Board shall continue to pay for all costs associated with fingerprinting and background checks, estimated at \$34,780 for 2008-2009, resulting from fingerprinting, and FDLE fingerprint record maintenance of/for employees.
7. The payments and increases shown above will be provided retroactively to July 1, 2008, for current bargaining unit members. However, such increases will not be provided to bargaining unit members who were employed on and/or after July 1, 2008, but left the system prior to ratification, with the exception of retirees.
8. The Board shall increase the rate of mileage reimbursement to .445 cents per mile, which is consistent with the State approved rate of reimbursement.

**FRINGE BENEFITS**

The Board agrees to contribute \$ 5,132.07 (an increase of \$ 191.61) per eligible employee toward the cost of the health insurance benefit package for the 2008 insurance plan year. Should there be a reduction in the 2009 plan year health insurance renewal rate, the Board will continue to fund the plan at this level and any savings will be applied to pay any insurance plan deficits for the 2008 plan year. Any remaining savings will be applied to the insurance cost for the 2009 plan year or to salaries for 2009-2010. In addition, the alternate "Opt-out" program shall be provided to bargaining unit members with existing coverage who do not choose one of the Board-approved health plans. The amount of this "Opt-out" will be \$1,200.

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For the Board

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Date

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For the Union

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Date