

**Estimated Cost of Employer's Initial Economic Proposal
for KUOW SAG-AFTRA Bargaining Unit as of 4/11/19**

	Year 1	Year 2	Year 3	3-Year Total	With Benefits Load at 34.1%
Adjustment to Minimum Salary in Year 1, based on 80% of the Milliman 50th percentile/median. Effective first day of first pay period after ratification.	\$9,906	\$9,906	\$9,906	\$29,718	\$39,852
Future Wage Increases: 1% Across-the-board 9/1/2019, 9/1/2020, 9/1/2021*	\$26,113	\$52,487	\$105,499	\$184,099	\$246,876
Promotions & Reclassifications (assuming adjustment to minimum of new job profile)**	\$106,584	\$107,650	\$108,726	\$322,960	\$433,090
Temporary Pay Increases (minimum of 5% increase)***	\$7,619	\$7,696	\$7,773	\$23,088	\$30,960
Cell Phones (one provided for all content creators)****	\$21,152	\$21,152	\$21,152	\$63,456	\$63,456
Grand Total				\$623,320	\$814,234

* Adjustment to minimum applied before across-the-board.

** Assumes 10 promotions per year.

*** Assumes 3 employees with temporary pay increases per year.

**** Assumes no additional monthly cost above current.