

Connecticut Managerial Compensation with Increases, Deductions and Inflation

Year	Year	Start	Inf. Rate	COLA	PARS	Inc/Dec	End Value	Ded 1 Post Ret. Hlth.	Ded 2 Maint. Ret Age	Ded 3 Add'l Ret Cont.	Ded 4 Increased H/C	Ded 5 Paid FML	Final
1	2009	100.0000	-2.70%	0.00%	0.00%	-2.70%	97.30%	-1.50%	-0.0025%				95.80%
2	2010	0.9730	-1.50%	0.00%	0.00%	-1.50%	95.84%	-0.50%					95.34%
3	2011	0.9584	-3.00%	0.00%	0.00%	-3.00%	92.97%	-1.00%					91.97%
4	2012	0.9297	-1.70%	0.00%	0.00%	-1.70%	91.38%						91.38%
5	2013	0.9138	-1.50%	0.00%	0.00%	-1.50%	90.01%						90.01%
6	2014	0.9001	-0.80%	3.00%	0.00%	2.20%	91.99%						91.99%
7	2015	0.9199	-0.70%	0.00%	3.00%	2.30%	94.11%				0.0125%		94.12%
8	2016	0.9411	-2.10%	0.00%	0.00%	-2.10%	92.13%						92.13%
9	2017	0.9213	-2.10%	0.00%	0.00%	-2.10%	90.20%			-0.50%			89.70%
10	2018	0.9020	-1.90%	0.00%	0.00%	-1.90%	88.49%			-1.00%			87.49%
11	2019	0.8849	-1.76%	3.50%	0.00%	1.74%	90.03%			-0.50%			89.53%
12	2020	0.9003	-1.80%	0.00%	0.00%	-1.80%	88.40%					-0.5000%	87.90%
13	2021	0.8840	-1.80%	0.00%	0.00%	-1.80%	86.81%						86.81%
14	2022	0.8681	-1.80%	0.00%	0.00%	-1.80%	85.25%						85.25%

Connecticut Unionized Employee Compensation with Increases, Deductions and Inflation

Year	Year	Start	Inf. Rate	COLA	Step	Total Inc.	End Value	Ded 1 Post Ret. Hlth.	Ded 2 Maint. Ret Age	Ded 3 Add'l Ret Cont.	Ded 4 Increased H/C	Ded 5 Paid FML	Final
1	2009	100.0000	-2.70%	0.00%	0.00%	-2.70%	97.30%	-1.50%	-0.0025%				95.80%
2	2010	0.9730	-1.50%	0.00%	0.00%	-1.50%	95.84%	-0.50%					95.34%
3	2011	0.9584	-3.00%	0.00%	0.00%	-3.00%	92.97%	-1.00%					91.97%
4	2012	0.9297	-1.70%	0.00%	0.00%	-1.70%	91.38%						91.38%
5	2013	0.9138	-1.50%	0.00%	0.00%	-1.50%	90.01%						90.01%
6	2014	0.9001	-0.80%	3.00%	0.00%	2.20%	91.99%						91.99%
7	2015	0.9199	-0.70%	3.00%	3.00%	5.30%	96.87%						96.87%
8	2016	0.9687	-2.10%	3.00%	3.00%	3.90%	100.65%						100.65%
9	2017	1.0065	-2.10%	0.00%	3.00%	0.90%	101.55%			-0.50%			101.05%
10	2018	1.0155	-1.90%	0.00%	0.00%	-1.90%	99.62%			-1.00%			98.62%
11	2019	0.9962	-1.76%	3.50%	0.00%	1.74%	101.36%			-0.50%	0.0125%		100.87%
12	2020	1.0136	-1.80%	3.50%	3.00%	4.70%	106.12%						106.12%
13	2021	1.0612	-1.80%	0.00%	3.00%	1.20%	107.40%						107.40%
14	2022	1.0740	-1.80%	0.00%	0.00%	-1.80%	105.46%						105.46%

LEGEND FOR ABBREVIATED TERMS

Ded 1	Post Ret. Hlth.	Post Retirement Healthcare deductions pursuant to SEBAC 2011
Ded 2	Maint. Ret Age	Estimated at an average of \$10 per pay period. Actual amount varies and can be substantially higher
Ded 3	Add'l Ret Cont.	Additional contributions to retirement plan per SEBAC 2017
Ded 4	Increased H/C	Estimated average for managerial employee paying \$50 extra per pay period - actual cost with family plan is higher
Ded 5	Paid FML	Projected deduction pursuant to Paid Family Leave Act - unknown whether this will apply to unionized members