2023 Budget Wage and Benefit Calculations

Category	Formula	Description/Assumptions
Wages	=(F2*'Calculations Assumptions'!$B$6*I2)+(F2*'Calculations Assumptions'!$B$7*L2)	Calculates total wages from budgeted hours and indicated wage rates. Wage rates sourced from pay plans which automatically update based on step/COLA assumptions above. Automatically adjusts based on percentage split indicated in the assumptions above.
Retirement	=@IFS(F2>=1820,(IFS(N2="Employee",(((M2*'Calculations Assumptions'!$B$8)/2)+((M2*'Calculations Assumptions'!$B$9)/2)),N2="Police",(((M2*'Calculations Assumptions'!$B$10)/2)+((M2*'Calculations Assumptions'!$B$11)/2)),N2="Fire",(((M2*'Calculations Assumptions'!$B$12)/2)+((M2*'Calculations Assumptions'!$B$13)/2)))),F2<1820,0)	For full-time employees, uses rates indicated in assumptions above, based on total wages; 0 for non-full-time.
FICA	=M2*'Calculations Assumptions'!$B$14 or =M38*'Calculations Assumptions'!$B$15	Uses rates from assumptions above.
Unemployment	=@IFS(M20>=14000,'Calculations Assumptions'!$B$16, M20<14000, 'Calculations Assumptions'!$B$17)	Unemployment is based on the first $14,000 wages; if wages are $14,000 or higher, one rate is charged; if wages are less than $14,000 the rate is reduced; based on costs. Rates are included in the adjustable assumptions above.
Workers Compensation	=M2*'Calculations Assumptions'!$B$18-28	Based on costs; PRIMEX bills by wages paid in multiple employment categories, equation changes based on category. Rates are adjustable in assumptions above.
Life Insurance	=@IFS(F2>=1820,(('Calculations Assumptions'!$B$29/2)+('Calculations Assumptions'!$B$30/2)),F2<1820, 0)	For full-time employees, rate split by fiscal year. Rates adjustable in assumptions above; 0 for non-full time.
Long Term Disability	=@IFS(F2>=1820,(((M2/2)*'Calculations Assumptions'!$B$31)+((M2/2)*'Calculations Assumptions'!$B$32)),F2<1820,0)	For full-time employees, rate split by fiscal year. Rates adjustable in assumptions above; 0 for non-full time.
Short Term Disability	=@IFS(F2>1040,(((M2/2)*'Calculations Assumptions'!$B$33)+((M2/2)*'Calculations Assumptions'!$B$34)),F2<1040,0)	For employees scheduled 20 hours per week or more, rate split by fiscal year. Rates adjustable in assumptions above; 0 for non-full time.
Health Insurance	=@IFS(X2=0,0,X2="Single-AB10(07L)-RX10/20/45/3K(L)",(((Assumptions!$B$35*26)+(Assumptions!$B$36*26))* Assumptions!$B$48),X2="Single-BC2T20(07L)-RX10/20/45/3K(L)",(((Assumptions!$B$35*26)+(Assumptions!$B$36*26))* Assumptions!$B$48),X2="2-Person-AB10(07L)-RX10/20/45/3K(L)",(((Assumptions!$B$37*26)+(Assumptions!$B$38*26))* Assumptions!$B$48),X2="2-Person-BC2T20(07L)-RX10/20/45/3K(L)",(((Assumptions!$B$37*26)+(Assumptions!$B$38*26))* Assumptions!$B$48),X2="Family-AB10(07L)-RX10/20/45/3K(L)",(((Assumptions!$B$39*26)+(Assumptions!$B$40*26))* Assumptions!$B$48),X2="Family-BC2T20(07L)-RX10/20/45/3K(L)",(((Assumptions!$B$39*26)+(Assumptions!$B$40*26))* Assumptions!$B$48),X2="Single-ABSOS20/40/1KDED(07L)-R10/25/40M10/40/70/5K(L)",(((Assumptions!$B$41*26)+(Assumptions!$B$42*26))* Assumptions!$B$49),X2="2-Person-ABSOS20/40/1KDED(07L)-R10/25/40M10/40/70/5K(L)",(((Assumptions!$B$43*26)+(Assumptions!$B$44*26))* Assumptions!$B$49),X2="Family-ABSOS20/40/1KDED(07L)-R10/25/40M10/40/70/5K(L)",(((Assumptions!$B$45*26)+(Assumptions!$B$46*26))* Assumptions!$B$49),X2=1.5,(Assumptions!$B$50*52),X2=2.5,(Assumptions!$B$51*52),X2=3.5,(Assumptions!$B$52*52))	Where applicable (30 hours+ eligible for individual plan, 35 hours+ eligible for family plan and in-lieu-of benefit); costs and % match are adjustable in the assumptions above. Rate split by fiscal year.
Flexible Spending Account	='Calculations Assumptions'!$B$53	Maintenance fee sourced from assumptions above to offer account to all employees.
Dental	=@IF(G2<1820,0,(IFS(AA2=0,0,AA2="Single",(((Assumptions!$B$54*26)+(Assumptions!$B$55*26))* Assumptions!$B$60),AA2="2-Person",(((Assumptions!$B$56*26)+(Assumptions!$B$57*26))* Assumptions!$B$60),AA2="Family",(((Assumptions!$B$58*26)+(Assumptions!$B$59*26))* Assumptions!$B$60))))	Where applicable (35 hours+); premium and % split adjustable in assumptions above; rate split by fiscal year.
Overtime, Earned Time Buyout, Shift Differential, Holiday, On Call Pay, Responder Points, and Per-Diem Hourly	N/A	Where applicable, calculated benefits which are based on wages (Retirement, FICA, Workers Compensation, Short Term Disability, Long Term Disability)

Updated: 9/19/2022