

## 2024 Budget Wage and Benefit Calculations

Category	Formula	Description/Assumptions
<b>Wages</b>	$= (F2 * \text{Calculations Assumptions}!\$B\$6 * I2) + (F2 * \text{Calculations Assumptions}!\$B\$7 * L2)$	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.
<b>Retirement</b>	$= @\text{IFS}(F2 >= 1820, (\text{IFS}(N2 = "Employee", ((M2 * \text{Calculations Assumptions}!\$B\$8) / 2) + ((M2 * \text{Calculations Assumptions}!\$B\$9) / 2)), N2 = "Police", (((M2 * \text{Calculations Assumptions}!\$B\$10) / 2) + (M2 * \text{Calculations Assumptions}!\$B\$11) / 2)), N2 = "Fire", ((M2 * \text{Calculations Assumptions}!\$B\$12) / 2) + (M2 * \text{Calculations Assumptions}!\$B\$13) / 2)), F2 < 1820, 0)$	For full-time employees, uses rates indicated in assumptions above, based on total wages; 0 for non-full-time.
<b>FICA</b>	$= \text{IFS}(O2 = "Employee", (N2 * \text{Assumptions}!\$B\$14), O2 = "", (N2 * \text{Assumptions}!\$B\$14), O2 = "Fire", (N2 * \text{Assumptions}!\$B\$15), O2 = "Police", (N2 * \text{Assumptions}!\$B\$15))$	Calculates FICA (social security and medicare) for all employees except full-time police and fire employees, those employees only pay medicare (see assumptions for rates).
<b>Unemployment</b>	$= @\text{IFS}(M20 >= 14000, \text{Calculations Assumptions}!\$B\$16, M20 < 14000, \text{Calculations Assumptions}!\$B\$17)$	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.
<b>Workers Compensation</b>	$= N2 * \text{XLOOKUP}(S2, \text{Assumptions}!\$D\$18:\$D\$28, \text{Assumptions}!\$B\$18:\$B\$28)$	Based on costs; PRIMEX bills by wages paid in multiple employment categories, equation references the assigned employment category and multiplies wages by the employment category rate. Rates are adjustable in assumptions.
<b>Life Insurance</b>	$= @\text{IFS}(F2 >= 1820, ((\text{Calculations Assumptions}!\$B\$29) / 2) + (\text{Calculations Assumptions}!\$B\$30) / 2), F2 < 1820, 0)$	For full-time employees, rate split by fiscal year. Rates adjustable in assumptions above; 0 for non-full time.
<b>Long Term Disability</b>	$= @\text{IFS}(F2 >= 1820, ((M2 / 2) * \text{Calculations Assumptions}!\$B\$31) + ((M2 / 2) * \text{Calculations Assumptions}!\$B\$32)), F2 < 1820, 0)$	For full-time employees, rate split by fiscal year. Rates adjustable in assumptions above; 0 for non-full time.
<b>Short Term Disability</b>	$= @\text{IFS}(F2 >= 1040, ((M2 / 2) * \text{Calculations Assumptions}!\$B\$33) + ((M2 / 2) * \text{Calculations Assumptions}!\$B\$34)), F2 < 1040, 0)$	For employees scheduled 20 hours per week or more, rate split by fiscal year. Rates adjustable in assumptions above; 0 for non-full time.
<b>Health Insurance</b>	$= @\text{IFS}(X2 = 0, 0, X2 = "Single-AB10(07L)-RX10/20/45/3K(L)", (((\text{Assumptions}!\$B\$35 * 26) + (\text{Assumptions}!\$B\$36 * 26)) * \text{Assumptions}!\$B\$48), X2 = "Single-BC2T20(07L)-RX10/20/45/3K(L)", (((\text{Assumptions}!\$B\$35 * 26) + (\text{Assumptions}!\$B\$36 * 26)) * \text{Assumptions}!\$B\$48), X2 = "2-Person-AB10(07L)-RX10/20/45/3K(L)", (((\text{Assumptions}!\$B\$37 * 26) + (\text{Assumptions}!\$B\$38 * 26)) * \text{Assumptions}!\$B\$48), X2 = "2-Person-BC2T20(07L)-RX10/20/45/3K(L)", (((\text{Assumptions}!\$B\$37 * 26) + (\text{Assumptions}!\$B\$38 * 26)) * \text{Assumptions}!\$B\$48), X2 = "Family-AB10(07L)-RX10/20/45/3K(L)", (((\text{Assumptions}!\$B\$39 * 26) + (\text{Assumptions}!\$B\$40 * 26)) * \text{Assumptions}!\$B\$48), X2 = "Family-BC2T20(07L)-RX10/20/45/3K(L)", (((\text{Assumptions}!\$B\$39 * 26) + (\text{Assumptions}!\$B\$40 * 26)) * \text{Assumptions}!\$B\$48), X2 = "Single-ABSOS20/40/1KDED(07L)-R10/25/40M10/40/70/5K(L)", (((\text{Assumptions}!\$B\$41 * 26) + (\text{Assumptions}!\$B\$42 * 26)) * \text{Assumptions}!\$B\$49), X2 = "2-Person-ABSOS20/40/1KDED(07L)-R10/25/40M10/40/70/5K(L)", (((\text{Assumptions}!\$B\$43 * 26) + (\text{Assumptions}!\$B\$44 * 26)) * \text{Assumptions}!\$B\$49), X2 = "Family-ABSOS20/40/1KDED(07L)-R10/25/40M10/40/70/5K(L)", (((\text{Assumptions}!\$B\$45 * 26) + (\text{Assumptions}!\$B\$46 * 26)) * \text{Assumptions}!\$B\$49), X2 = 1.5, (\text{Assumptions}!\$B\$50 * 52), X2 = 2.5, (\text{Assumptions}!\$B\$51 * 52), X2 = 3.5, (\text{Assumptions}!\$B\$52 * 52))$	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.
<b>Flexible Spending Account</b>	$= \text{Calculations Assumptions}!\$B\$53$	Maintenance fee sourced from assumptions above to offer account to all employees.
<b>Dental</b>	$= @\text{IF}(G2 < 1820, 0, (\text{IFS}(AA2 = 0, 0, AA2 = "Single", (((\text{Assumptions}!\$B\$54 * 26) + (\text{Assumptions}!\$B\$55 * 26)) * \text{Assumptions}!\$B\$60), AA2 = "2-Person", (((\text{Assumptions}!\$B\$56 * 26) + (\text{Assumptions}!\$B\$57 * 26)) * \text{Assumptions}!\$B\$60), AA2 = "Family", (((\text{Assumptions}!\$B\$58 * 26) + (\text{Assumptions}!\$B\$59 * 26)) * \text{Assumptions}!\$B\$60))))$	Where applicable (35 hours+); premium and % split adjustable in assumptions above; rate split by fiscal year.
<b>Overtime, Earned Time Buyout, Shift Differential, Holiday, On Call Pay, Responder Points, and Per-Diem Hourly</b>	N/A	Where applicable, calculated benefits which are based on wages (Retirement, FICA, Workers Compensation, Short Term Disability, Long Term Disability)