

Island Grounds Inc.
Scenarios for transferring IG to LSJ employees

				Scenario 1	Scenario 2	Scenario 3	Scenario 4
Name	Position	2012 OT Paid YTD thru 8-2- 2012	IG cost based on no holiday pay or Overtime	Projected 2012 Cost with payroll taxes	Projected cost with 5 % raise	Projected cost with 10% raise	Projected health insurance cost at 100 % employer contributions
Basillia Morales-Mercado (Dulce)	Housekeeper	3,282	28,815	30,100	31,605	33,110	9,400
Maria Rosario (Keiry)	Housekeeper	1,047	27,376	28,600	30,030	31,460	6,900
Reyna Amparo (Sandra)	Housekeeper	1,641	27,376	28,600	30,030	31,460	7,800
Peter St. Omer	Head Groundmen	2,946	52,266	54,600	57,330	60,060	7,300
Dupson Donissaint (Baseais)	Landscape supervisor	2,063	34,270	35,800	37,590	39,380	4,900
Gusneme Dalce	Landscape supervisor	2,198	34,270	35,800	37,590	39,380	7,300
Anthony Jules (Tony)	Landscaper	111	29,769	31,100	32,655	34,210	9,800
Pierressaint Onel	Landscaper	969	28,525	29,800	31,290	32,780	7,300
Ednor Montana	Landscaper	498	25,178	26,300	27,615	28,930	4,900
Renol Mede	Landscaper	3,200	28,525	29,800	31,290	32,780	5,900
Allangie Clifton (Clement)	Carpenter	681	57,150	59,700	62,685	65,670	4,000
Gerry Francis Titre	Painter	340	34,270	35,800	37,590	39,380	7,300
Sharimo Wheatley	Mechanic	0	57,150	59,700	62,685	65,670	3,900
Cuthbert Titre (Smiley)	RO Gensets & Pool Mtc	1,229	30,823	32,200	33,810	35,420	5,900
Sheridon Emanuel Elizee	Engineering	1,125	29,674	31,000	32,550	34,100	3,200
TOTAL ISLAND GROUNDS INC.	(15 employees)	21,330	525,437	548,900	576,345	603,790	95,800
Less: Cost of Red Hook Family Practice (based on 2011)			546,767				(7,500)
ADDITIONAL JEE COST				23,463	50,908	78,353	111,763
Notes							
1) additional landscaper is pending release taking count down to 14							
2) Projected costs above include 8% for payroll taxes therefore actual salaries are lower							
Released when done with road projects							
Pierre Jules (Jules)	Construction	2,469	60,300	63,315	66,330	16,900	
Release date pending completion of current projects							
Hillian Bedminister	Painter	972	35,800	37,590	39,380	3,900	
Guy Vicars	Helper	0	26,300	27,615	28,930	3,200	
Benford Lewis	Carpenter	273	50,100	52,605	55,110	3,900	
Karl Henry	Carpenter	1,465	31,000	32,550	34,100	3,900	
Brian Bates	Mechanic	562	53,700	56,385	59,070	9,800	
		3,272	196,900	206,745	216,590	24,700	
TOTAL EMPLOYEES TO BE RELEASED	(6 employees)	5,741	257,200	270,060	282,920	41,600	
ADDITIONAL JEE COST - SCHEDULED TO BE RELEASED				9,845	19,690	41,600	
Health insurance notes							
1) Plan requires a 75% employee participations or it is disqualified as a plan. Thus on a employer contribution of less than 100% at least 75% of employees must opt to pay the additional premium							
2) Plan requires a mininum employer contribution of 50%							
3) If we move everyone to LSJ Employees payroll and then drop health insurance we will need to make provisions for the following (4) individuals							
a) Carlos - Jeanne believes that he can go on his wifes plan however there may be an additional cost to do so							
b) Danny - This may be an issue as he was motivated to move to LSJ by insurance benefits - move him to TTR () entity) or FTC??							
c) Bosco - another issue - FTC ? TTR ?							
d) Lester - Unsure of his future so may not be an issue							