

Benefits	Temp	Non-Exempt	Exempt	Senior Mgmt	Police Lt's	Police Chief	Police Command	Fire Chief	Fire Command	Directors	Police Union	Fire Union	Council	Mayor
Medical/Vision Insurance	8/9-mth >20 Hrs Basic PPO	Preferred, Economy & Basic PPO	Preferred, Economy & Basic PPO	Preferred, Economy & Basic PPO	Provided by Union Trust	Provided by Union Trust	Provided by Union Trust	Provided by Union Trust	Provided by Union Trust	Preferred, Economy & Basic PPO	Provided by Union Trust	Provided by Union Trust	Preferred, Economy & Basic PPO	Preferred, Economy & Basic PPO
Dental Insurance	N/A	Comprehensive, Core, Preventive or Dental Blue	Comprehensive, Core, Preventive or Dental Blue	Comprehensive, Core, Preventive or Dental Blue	Provided by Union Trust	Provided by Union Trust	Provided by Union Trust	Provided by Union Trust	Provided by Union Trust	Comprehensive, Core, Preventive or Dental Blue	Provided by Union Trust	Provided by Union Trust	Comprehensive, Core, Preventive or Dental Blue	Comprehensive, Core, Preventive or Dental Blue
Flexible Spending Account	N/A	Optional	Optional	Optional	Opt; \$300 City Contribution with Engage	Opt; \$300 City Contribution with Engage	Opt; \$300 City Contribution with Engage	Opt; \$300 City Contribution with Engage	Opt; \$300 City Contribution with Engage	Optional	Opt; \$300 City Contribution with Engage	Opt; \$300 City Contribution with Engage	Optional	Optional
PERSI	>19 hour per week	Employee: 7.16% Employer: 11.94%	Employee: 7.16% Employer: 11.94%	Employee: 7.16% Employer: 11.94%	Employee: 8.81% Employer: 12.28%	Employee: 8.81% Employer: 12.28%	Employee: 8.81% Employer: 12.28%	Employee: 8.81% Employer: 12.28%	Employee: 8.81% Employer: 12.28%	Employee: 7.16% Employer: 11.94%	Employee: 8.81% Employer: 12.28%	Employee: 8.81% Employer: 12.28%	Employee: 7.16% Employer: 11.94%	Employee: 7.16% Employer: 11.94%
PERSI 401k Choice Plan	N/A	Optional w/City match of 2.0%	Optional w/City match of 2.0%	Optional w/ER match of 4.0%	Optional No Match	Optional No Match	Optional No Match	Optional - contribute 1% to receive City contribution of 6.2%	Optional - contribute 1% to receive City contribution of 6.2%	Optional w/City match of 4.5%	Optional No Match	Optional - contribute 1% to receive City contribuion of 6.2%	Optional w/City match of 2.0%	Optional w/City match of 4.5%
		OR	OR	OR	AND		AND	AND	AND	OR			OR	OR
Deferred Compensation (457)	N/A	Optional w/City match of 2.0%	Optional w/City match of 2.0%	Optional w/City match of 4.0%	City Contribution of 7.5%; EE Contribution Optional	City Contribution of 8%; EE Contribution Optional	City Contribution of 7.5%; EE Contribution Optional	Optional w/City match of 4.5%	Optional w/City match of 4.0%	Optional w/City match of 4.5%	City Contribution of 6.2%; EE Contribution Optional	Optional No Match	Optional w/City match of 2.0%	Optional w/City match of 4.5%
Basic Term Life Insurance	N/A	\$50k City paid; additional optional EE paid 8x annual salary	\$50k City paid; additional optional EE paid 8x annual salary	\$50k City paid; additional optional EE paid 8x annual salary	1x base salary City paid; additional optional EE paid 8x annual salary	\$50k City paid; additional optional EE paid 8x annual salary	1x base salary City paid; additional optional EE paid 8x annual salary	\$50k City paid; additional optional EE paid 8x annual salary	1x base salary City paid; additional optional EE paid 8x annual salary	\$50k City paid; additional optional EE paid 8x annual salary	1x base salary City paid; additional optional EE paid 8x annual salary	1x base salary City paid; additional optional EE paid 4x annual salary	\$50k City paid; additional optional EE paid 8x annual salary	\$50k City paid; additional optional EE paid 8x annual salary
Basic Dependent Life Insurance	N/A	\$5,000 City paid for spouse; \$2,500 City paid for dependents; additional optional EE paid options	\$5,000 City paid for spouse; \$2,500 City paid for dependents; additional optional EE paid options	\$5,000 City paid for spouse; \$2,500 City paid for dependents; additional optional EE paid options	\$5,000 City paid for spouse; \$2,500 City paid for dependents; additional optional EE paid options	\$5,000 City paid for spouse; \$2,500 City paid for dependents; additional optional EE paid options	\$5,000 City paid for spouse; \$2,500 City paid for dependents; additional optional EE paid options	\$5,000 City paid for spouse; \$2,500 City paid for dependents; additional optional EE paid options	\$5,000 City paid for spouse; \$2,500 City paid for dependents; additional optional EE paid options	\$5,000 City paid for spouse; \$2,500 City paid for dependents; additional optional EE paid options	\$5,000 City paid for spouse; \$2,500 City paid for dependents	\$5,000 City paid for spouse; \$2,500 City paid for dependents	\$5,000 City paid for spouse; \$2,500 City paid for dependents; additional optional EE paid options	\$5,000 City paid for spouse; \$2,500 City paid for dependents; additional optional EE paid options
Long Term Disability	N/A	40% City paid; optional 50% or 67% EE paid	40% City paid; optional 50% or 67% EE paid	40% City paid; optional 50% or 67% EE paid	40% City paid; optional 50% or 67% EE paid	40% City paid; optional 50% or 67% EE paid	40% City paid; optional 50% or 67% EE paid	40% City paid; optional 50% or 67% EE paid	40% City paid; optional 50% or 67% EE paid	40% City paid; optional 50% or 67% EE paid	Optional - 67% EE paid	Optional - 67% EE paid	40% City paid; optional 50% or 67% EE paid	40% City paid; optional 50% or 67% EE paid
HRA VEBA	N/A	.25% annually; 2:1 SL over 600 yearly; all SL 4:1 at retirement	.25% annually; 2:1 SL over 600 yearly; all SL 4:1 at retirement	.25% annually; 2:1 SL over 600 yearly; all SL 4:1 at retirement	75% SL >600 annually; 60% of 600 & 75% >600 hrs at retirement; 100% comptime at Lt. promotion	75% SL >600 annually; 60% of 600 & 75% >600 hrs at retirement	75% SL >600 annually; 60% of 600 & 75% >600 hrs at retirement	.25% annually; 2:1 SL over 600 yearly; all SL 4:1 at retirement	70% SL over 600 yearly; all SL 55% at retirement	.25% annually; 2:1 SL over 600 yearly; all SL 4:1 at retirement	75% SL >600 annually; 60% of 600 & 75% >600 hrs at retirement	70% SL over 600 yearly; all SL 55% at retirement	NA	.25% annually; 2:1 SL over 600 yearly; all SL 4:1 at retirement
AFLAC	N/A	Optional	Optional	Optional	Optional	Optional	Optional	Optional	Optional	Optional	Optional	Optional	Optional	Optional
Wellness Incentive Credits	N/A	Optional/Earned	Optional/Earned	Optional/Earned	N/A	N/A	N/A	N/A	N/A	Optional/Earned	N/A	N/A	Optional/Earned	Optional/Earned
Paid Holidays	N/A	x	x	x	x	x	x	x	x	x	x	x	x	x
Floating Holiday	N/A	x	x	x	x	x	x	x	x	x	N/A	N/A	NA	x
Sick Leave	x	x	x	x	x	x	x	x	x	x	x	x	NA	x
Vacation Leave		x	x	x	x	x	x	x	x	x	x	x	NA	x
Bereavement Leave	N/A	x	x	x	x	x	x	x	x	x	x	x	x	x
Compensatory Time	N/A	x	x	N/A	x	N/A	N/A	N/A	N/A	N/A	x	x	NA	N/A
Workers Comp	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Family Medical Leave	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Bus Pass	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Alt. Transportation	N/A	x	x	x	x	x	x	x	x	x	x	x	x	x
Employee Assistance Program	N/A	x	x	x	x	x	x	x	x	x	x	x	x	x
Direct Deposit	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Social Security (OASDI & HI)	7.65% EE & ER	7.65% EE & ER	7.65% EE & ER	7.65% EE & ER	1.45% HI Only EE & ER	1.45% HI Only EE & ER	1.45% HI Only EE & ER	1.45% HI Only EE & ER	1.45% HI Only EE & ER	7.65% EE & ER	1.45% HI Only EE & ER	1.45% HI Only EE & ER	7.65% HI Only EE & ER	7.65% HI Only EE & ER
Vacation Buy Back	N/A	N/A	N/A	N/A	Lt.'s Only ½ YE balance	N/A	N/A	N/A	N/A	N/A	N/A	Fire Sell Down	N/A	N/A