

| Benefits | Non-Exempt | Exempt | Senior Mgmt | Police Union | Fire Union |
|---------------------------------------|---|---|---|--|--|
| Medical/Vision Insurance | SLHP CCO, BCI PPO & Basic PPO | SLHP CCO, BCI PPO & Basic PPO | SLHP CCO, BCI PPO & Basic PPO | Provided by Union Trust | Provided by Union Trust |
| Dental Insurance | 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 |
| Flexible Spending Account | Optional | Optional | Optional | Optional | Optional |
| PERSI | Employee: 7.18% Employer:11.96% | Employee: 7.18% Employer:11.96% | Employee: 7.18% Employer:11.96% | Employee: 10.36% Employer:13.98% | Employee: 10.36% Employer:13.98% |
| PERSI 401k Choice Plan | 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 - contribute 1% to receive City contribuion of 6.2% |
| | OR | OR | OR | | |
| Deferred Compensation (457) | Pre-tax Optional w/City match of 2.0%; Roth Optional, No Match | Pre-tax Optional w/City match of 2.0%; Roth Optional, No Match | Pre-tax Optional w/City match of 4.0%; Roth Optional, No Match | City Contribution of 6.2%; EE Contribution Optional; Roth Optional, No Match | Pre-tax optional No Match; Roth Optional, No Match |
| Basic Term Life Insurance | \$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; subject to maximums | 1x base salary City paid; additional optional EE paid 4x annual salary; subject to maximums |
| Basic Dependent Life Insurance | \$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 |
| Long Term Disability | 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 |
| HRA VEBA | .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; 75% of SL hrs at retirement; 1% ER annual Contribution; \$36 EE Contribution | 35% SL >1200 yearly or 70% >600; all SL 27.5% or 55% based on hours at retirement; 1% ER annual Contribution |
| AFLAC | Optional | Optional | Optional | Optional | Optional |
| Wellness Incentive Credits | Optional/Earned | Optional/Earned | Optional/Earned | N/A | N/A |

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|---|-------------------|------------------|--------------------|--------------------------|--------------------------|
| Paid Holidays | x | x | x | x | x |
| Floating Holiday | x | x | x | N/A | N/A |
| Sick Leave | x | x | x | x | x |
| Vacation Leave | x | x | x | x | x |
| Bereavement Leave | x | x | x | x | x |
| Compensatory Time | x | x | N/A | x | x |
| Workers Comp | x | x | x | x | x |
| Parental Leave | x | x | x | N/A | N/A |
| Family Medical Leave | x | x | x | x | x |
| Adoption Assistance | x | x | x | N/A | N/A |
| Bilingual Pay | x | x | x | N/A | N/A |
| Bus Pass | x | x | x | x | x |
| Alt. Transportation | x | x | x | x | x |
| Employee Assistance Program | x | x | x | x | x |
| Direct Deposit | x | x | x | x | x |
| Social Security (OASDI & HI) | 7.65% EE & ER | 7.65% EE & ER | 7.65% EE & ER | 1.45% HI Only EE & ER | 1.45% HI Only EE & ER |
| Tuition Reimbursement | x | x | N/A | N/A | N/A |
| Vacation Buy Back | N/A | N/A | N/A | N/A | Fire Sell Down |