

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	Opt; \$300 City Contribution with Engage	Opt; \$300 City Contribution with Engage
PERSI	Employee: 6.71% Employer: 11.18%	Employee: 6.71% Employer: 11.18%	Employee: 6.71% Employer: 11.18%	Employee: 9.83% Employer: 13.26%	Employee: 9.83% Employer: 13.26%
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	1x base salary City paid; additional optional EE paid 4x annual salary
Basic Dependents 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

Benefits	Non-Exempt	Exempt	Senior Mgmt	Police Union	Fire Union
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

Benefits	T1 (≤19 Hours)	T3 (4 Months)	T4 (8 Months)	T5 (9 Months)
Medical/Vision Insurance	N/A	>20 Hours per week Basic PPO	>20 Hours per week Basic PPO	>20 Hours per week Basic PPO
Dental Insurance	N/A	N/A	N/A	N/A
Flexible Spending Account	N/A	N/A	N/A	N/A
PERSI	N/A	N/A	N/A	>20 Hours per week
PERSI 401k Choice Plan	N/A	N/A	N/A	N/A
Deferred Compensation (457)	N/A	N/A	N/A	N/A
Basic Term Life Insurance	N/A	N/A	N/A	N/A
Basic Dependent Life Insurance	N/A	N/A	N/A	N/A
Long Term Disability	N/A	N/A	N/A	N/A
HRA VEBA	N/A	N/A	N/A	N/A
AFLAC	N/A	N/A	N/A	N/A
Wellness Incentive Credits	N/A	N/A	N/A	N/A
Paid Holidays	N/A	≥35 Hrs - 8 Hrs Holiday 29-34 Hrs - 6 Hrs Holiday 20-28 Hrs - 4 Hrs Holiday	≥35 Hrs - 8 Hrs Holiday 29-34 Hrs - 6 Hrs Holiday 20-28 Hrs - 4 Hrs Holiday	≥35 Hrs - 8 Hrs Holiday 29-34 Hrs - 6 Hrs Holiday 20-28 Hrs - 4 Hrs Holiday
Floating Holiday	N/A	N/A	N/A	N/A
Personal Leave	N/A	If 35 Hours per week 2 Hours Leave Earned	If 35 Hours per week 2 Hours Leave Earned	If 35 Hours per week 2 Hours Leave Earned
Bereavement Leave	N/A	N/A	N/A	N/A
Compensatory Time	N/A	N/A	N/A	N/A
Workers Comp	x	x	x	x
Parental Leave	N/A	N/A	N/A	N/A
Family Medical Leave	x	x	x	x
Adoption Assistance	N/A	N/A	N/A	N/A
Bilingual Pay	N/A	N/A	N/A	N/A
Bus Pass	x	x	x	x
Alt. Transportation	N/A	N/A	N/A	N/A
Employee Assistance Program	x	x	x	x
Direct Deposit	x	x	x	x
Social Security (OASDI & HI)	7.65% EE & ER	7.65% EE & ER	7.65% EE & ER	7.65% EE & ER
Tuition Reimbursement	N/A	N/A	N/A	N/A
Vacation Buy Back	N/A	N/A	N/A	N/A

Benefits	Police Lt's	Police Command	Pol Chief & Dpty	Fire Chief	Fire Command	Directors	Council	Mayor
Medical/Vision Insurance	Provided by Union Trust	Provided by Union Trust	Provided by Union Trust	Provided by Union Trust	Provided by Union Trust	SLHP CCO, BCI PPO & Basic PPO	SLHP CCO, BCI PPO & Basic PPO	SLHP CCO, BCI PPO & Basic PPO
Dental Insurance	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	Comprehensive, Core, Preventive or Dental Blue	Comprehensive, Core, Preventive or Dental Blue
Flexible Spending Account	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	Optional	Optional
PERSI	Employee: 9.83% Employer: 13.26%	Employee: 9.83% Employer: 13.26%	Employee: 9.83% Employer: 13.26%	Employee: 9.83% Employer: 13.26%	Employee: 9.83% Employer: 13.26%	Employee: 6.71% Employer: 11.18%	Employee: 6.71% Employer: 11.18%	Employee: 6.71% Employer: 11.18%
PERSI 401k Choice Plan	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 w/City match of 2.0%	Optional w/City match of 4.5%
	AND	AND	AND	AND	AND	OR	OR	OR
Deferred Compensation (457)	City Contribution of 7.5%; EE Contribution Optional; Roth Optional, No Match	City Contribution of 7.5%; EE Contribution Optional; Roth Optional, No Match	City Contribution of 8%; EE Contribution Optional; Roth Optional, No Match	Pre-tax optional w/City match of 4.5%; Roth Optional, No Match	Pre-tax optional w/City match of 4.0%; Roth Optional, No Match	Pre-tax optional w/City match of 4.5%; Roth Optional, No Match	Pre-tax optional w/City match of 2.0%; Roth Optional, No Match	Pre-tax optional w/City match of 4.5%; Roth Optional, No Match
Basic Term Life Insurance	1x base salary 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	\$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	\$50k City paid; additional optional EE paid 8x annual salary	\$50k City paid; additional optional EE paid 8x annual salary
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; 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
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	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
HRA VEBA	75% SL >600 annually; 75% of SL at retirement; 100% comptime at Lt. promotion	75% SL >600 annually; 75% of SL 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	70% SL over 600 yearly; all SL 55% at retirement	.25% annually; 2:1 SL over 600 yearly; all SL 4:1 at retirement	NA	.25% annually; 2:1 SL over 600 yearly; all SL 4:1 at retirement
AFLAC	Optional	Optional	Optional	Optional	Optional	Optional	Optional	Optional
Wellness Incentive Credits	N/A	N/A	N/A	N/A	N/A	Optional/Earned	Optional/Earned	Optional/Earned

