

	<u>2022</u>	<u>2023</u>
Change in Wages		
Salaries (reflects 3% annual increase)	194,836	200,681
Premium Pay	471,307	
Maximum Salary Range Adjustment		
FT Lifeguards	19.894	
Lietenant Lifeguard	22.045	
Benefits		
Pension - City match of 5%		
1 extra vacation day incentive for COVID vaccination		
1 extra observed holiday for Juneteenth		
5% increase in pay for temporary Additional Duties		
Required footwear cost covered up to \$150.00		
When 24hr coverage is required, differential pay of \$1.00 for 2nd shift and \$1.25 for 3rd shift		
Paid Administrative Day for storm preparation		
2 bonus vacation hours for continuous attendance every 3 months		
CDL renewal costs paid by City		
5% increase in pay for job specific certifications		
Pay rate plus 1.5x for mandatory confinement on City property for storms		
Holidays		
8hrs holiday pay + 1.5x employee pay rate for holiday worked		

Comments

All wages reflect the 3% increase as well as projected tax withholding
Pension impact is a part of the current actuarial assumptions