

G:\ADMIN HRI\Employee wage benefit history									
	ADMIN	MAPE		COAM	POLC	POLICE CLERKS	POLICE DISPATCH	FIRE	
TERM	rev Jul 2024	07/2021 - 06/2026		07/2021 - 06/2026	07/2021 - 06/2025	07/2023- 06/2028	07/2023- 06/2028	07/2022 - 06/2027	
SALARY HISTORY	18 - 2.50%	21 - 2.75%		20 - 2.00%	21 - 3.00%	23 - 3.00%	23 - 3.00%	22 - 4.00%	
Annual %	19 - 2.50%	22 - 2.25%		21 - 3.00% +\$7,700 Stipend	22 - 2.50%	Jan 24 - COLA 4.00%	Jan 24 - COLA 4.00%	23 - 3.00% + \$1,000 adjust	
	20 - 2.00%	23 - 2.5%		22 - 2.50%	23 - 2.50%	24 - 3.00% + \$1,500 stipend	24 - 3.00% + \$1,500 stipend	Jan 24 - COLA 3.00%	
	21 - 3.00%	Jan 24 - COLA 4.00%		23 - 2.50%	Jan 24 - COLA 4.00%	25 - 3.00%	25 - 3.00%	24 - 3.00% + \$750 adjust	
	22 - 3.00%	24 - 2.5% (+ 0.5% per COLA LOA)		Jan 24 - COLA 2.00%	24 - 2.50%	26 - 3.00% + \$2,000 adjust	26 - 3.00% + \$1,500 stipend	25 - 3.00%	
	23 - 3.00%	25 - 3.00%*extension		24 - 2.50%	27 - 3.00%*extension	27 - 3.00%*extension	27 - 3.00%*extension	26 - 3.00%*extension	
COLA Increase effective 1/7/24	Jan 24 - COLA 4.00% 24 - 3.00%			25 - 2.50%					
VACATION/CTO/PTO	PTO	PTO		Vacation	Vacation	CTO	CTO	CTO	
Days compared to hrs	40 Hr EE's	40 Hr EE's	37.5 Hr EE's					48 Hr EEs	42 Hr Ees
	40 Hr EE's	40 Hr EE's	37.5 Hr EE's					40 Hr EE's	40 Hr EE's
	40 Hr EE's	40 Hr EE's	37.5 Hr EE's					40 Hr EE's	40 Hr EE's
	40 Hr EE's	40 Hr EE's	37.5 Hr EE's					40 Hr EE's	40 Hr EE's
	40 Hr EE's	40 Hr EE's	37.5 Hr EE's					40 Hr EE's	40 Hr EE's
Carryover	1-4 - 192	1-4 - 184	1 -4 - 172.5	1/4/1980	1/5/1980	1-4 - 172.5	0-4 - 252	0-4 - 264	
	5-9 - 232	5-9 - 224	5-9 - 210	5-9 - 120	5-10 - 120	5-9 - 210	5-9 - 312	5-9 - 312	5-9 - 300
	10-16 - 272	10-16 - 264	10-16 - 247.5	10-15 - 160	10-15 - 160	10-16 - 247.5	10+ - 372	10-15 - 372	10+ - 360
	17+ - 312	17+ - 304	17+ - 285	16+ - +8 to 200	16+ - +8 to 200	17+ - 285		16+ - 408	16+ - 288
	17+ - 312	17+ - 304	17+ - 285	16+ - +8 to 200	16+ - +8 to 200	17+ - 285		16+ - 408	16+ - 288
Payout (hrs. or %)	1/4/1980	1/4/1980	1/4/1975	up to 80	up to 80	1/4/1975	up to 120	up to 120	
	5-9 - 120	5-9 - 120	5-9 - 112.5			5-9 - 112.5			
	10-16 - 160	10-16 - 160	10-16 - 150			10-16 - 150			
	17+ - 208	17+ - 208	17+ - 187.5			17+ - 187.5			
	17+ - 208	17+ - 208	17+ - 187.5			17+ - 187.5			
SICK DAYS/YEAR SICK LEAVE BANK	400	400	400	100%	100%	400	60	300	
	400	400	400	100%	100%	400	60	300	
	400	400	400	100%	100%	400	60	300	
	400	400	400	100%	100%	400	60	300	
	400	400	400	100%	100%	400	60	300	
PERSONAL DAYS	n/a	n/a		+ pro-rated 12 days (96 hrs)	+ pro-rated 12 days (96 hrs)	n/a	n/a	n/a	
	n/a	n/a		yes	yes	n/a	n/a	n/a	
	n/a	n/a		130 (1,040 hrs)	130 (1,040 hrs)	n/a	n/a	n/a	
	n/a	n/a		50%	50%	n/a	n/a	n/a	
	n/a	n/a		50%	50%	n/a	n/a	n/a	
RETIREMENT - DB	n/a	n/a		6 (48 hrs)	5 (40 hrs)	n/a	n/a	n/a	
	n/a	n/a		6 (48 hrs)	5 (40 hrs)	n/a	n/a	n/a	
	n/a	n/a		6 (48 hrs)	5 (40 hrs)	n/a	n/a	n/a	
	n/a	n/a		6 (48 hrs)	5 (40 hrs)	n/a	n/a	n/a	
	n/a	n/a		6 (48 hrs)	5 (40 hrs)	n/a	n/a	n/a	
HOLIDAYS	14	14		14	14	14	14	14	
RETIREMENT - DC									
HEALTHCARE	B-4 (2.5% multiplier)	B-3 (2.25% multiplier)		B-4	Nonstandard 2.8%	B-4	B-4	B-4	
	3 years	5 years		3 years	3 years	3 years	3 years	3 years	
	n/a	350 hrs		350 hrs	350 hrs	350 hrs	350 hrs	350 hrs	
	55	60		50	n/a	60	50	50	
	25 yrs srv.	10 yrs srv.		25 yrs srv.	25 yrs srv.	10 yrs srv.	25 yrs srv.	25 yrs srv.	
RETIREE HEALTHCARE	4.48%	2.45%		6.44%	9.24%	3.89%	4.11%	6.33%	
	5/1/2006	12/1/2006			3/15/2012	9/3/2011	8/23/2011	6/1/2009	
	5/1/2006	12/1/2006			3/15/2012	9/3/2011	8/23/2011	6/1/2009	
	5/1/2006	12/1/2006			3/15/2012	9/3/2011	8/23/2011	6/1/2009	
	5/1/2006	12/1/2006			3/15/2012	9/3/2011	8/23/2011	6/1/2009	
MAFF	07/2020 - 06/2027								
	07/2020 - 06/2027								
	07/2020 - 06/2027								
	07/2020 - 06/2027								
	07/2020 - 06/2027								
Salary History	20 - 2.00%	21 - 2.50%	22 - 2.50%	23 - 2.50%	24 - 2.50%	25 - 3.00%	COLA - +\$1.00	- 3.00%*extension	
Life	\$100,000								