

City Offer Comparisons									
Change in Cost					Change in Cost				
Description	Year 1	Year 2	Year 3	Contract Total	Description	Year 1	Year 2	Year 3	Contract Total
DC of hybrid +0%, +.5%, +.5%	\$ -	\$ 19,238	\$ 20,777	\$ 40,015	DC of hybrid +1%, +1%, +.5%	\$ 36,644	\$ 39,576	\$ 22,865	\$ 99,085
Shift Prem (\$1, \$1, \$1.25)	16,228	-	8,114	24,342	Shift Prem (\$1, \$1, \$1.25)	16,228	-	8,114	24,342
5% Salary - Yr 1	319,416			319,416	4% Salary - Yr 1	259,911			259,911
4% Salary - Yr 2		261,247		261,247	4% Salary - Yr 2		258,756		258,756
4% Salary - Yr 3			265,557	265,557	4% Salary - Yr 3			263,029	263,029
Detective OnCall	11,922	477	496	12,895	Detective OnCall	11,809	472	491	12,772
Salary Increase effect on OT	44,918	37,731	39,240	121,889	Salary Increase effect on OT	35,934	37,372	38,866	112,172
Vacation - 8 hours	20,635	825.00	858	22,318	Vacation - 8 hours	20,439	818	850	22,107
	\$ 413,118	\$ 319,518	\$ 335,042	\$ 1,067,678		\$ 380,965	\$ 336,994	\$ 334,215	\$ 1,052,174
% Change	5.7%	4.8%	5.0%		% Change	5.2%	5.0%	5.0%	
Increase in cost from today					Increase in cost from today				
Description	Year 1	Year 2	Year 3	Contract Total	Description	Year 1	Year 2	Year 3	Contract Total
DC of hybrid +0%, +.5%, +.5%	\$ -	\$ 19,238	\$ 40,015	\$ 59,253	DC of hybrid +1%, +1%, +.5%	\$ 36,644	\$ 76,220	\$ 99,085	\$ 211,949
Shift Prem (\$1, \$1, \$1.25)	16,228	16,228	24,342	56,798	Shift Prem (\$1, \$1, \$1.25)	16,228	16,228	24,342	56,798
5% Salary - Yr 1	319,416			319,416	4% Salary - Yr 1	259,911			259,911
4% Salary - Yr 2		580,662		580,662	4% Salary - Yr 2		518,667		518,667
4% Salary - Yr 3			846,219	846,219	4% Salary - Yr 3			781,696	781,696
Detective OnCall	11,922	12,399	12,895	37,216	Detective OnCall	11,089	12,281	12,772	36,142
Salary Increase effect on OT	44,918	82,649	121,889	249,455	Salary Increase effect on OT	35,934	73,306	112,172	221,412
Vacation - 8 hours	20,635	21,461	22,319	64,415	Vacation - 8 hours	20,439	21,256	22,107	221,412
	\$ 413,118	\$ 732,637	\$ 1,067,679	\$ 2,213,434		\$ 380,245	\$ 717,958	\$ 1,052,174	\$ 2,307,987
% Change	5.7%	10.5%	15.5%		% Change	5.23%	10.26%	15.25%	

Defined Contribution - currently

City currently contributes 4% of earnings, Employee contributes 5% of earnings

Detective OnCall - currently

8 hours of compensatory time earned each week of on-call (asking for 16 hours per week of oncall)

Vacation currently

1-5 years of service 80 hours;
5-10 years of service 120 hours;
10-15 years of service 160 hours;
16+ 200 hours
(asking for 60 additional hours of vacation time the 20 year-25 year mark.)

Vacation

Everyone in the group would receive 8 additional days

POLC Offer				
Change in Cost				
Description	Year 1	Year 2	Year 3	Contract Total
DC (1%, 1%, 1%)	36,996	40,696	44,674	122,366
Shift Prem (\$1, \$1, \$1.25)	16,228	-	8,114	24,342
5% Salary - Yr 1	319,416			319,416
5% Salary - Yr 2		323,836		323,836
5% Salary - Yr 3			333,880	333,880
On Call	22,709	1,135	1,192	25,037
OT Effect of Salary Incease	44,918	47,164	49,522	141,603
Vacation	9,814	491	515	10,820
	\$ 450,080	\$ 412,831	\$ 437,382	\$ 1,301,299
% Change	6.72%	6.16%	6.53%	
Increase in cost from today				
Description	Year 1	Year 2	Year 3	Contract Total
DC (1%, 1%, 1%)	36,996	77,692	122,366	237,054
Shift Prem (\$1, \$1, \$1.25)	16,228	16,228	24,342	56,798
5% Salary - Yr 1	319,416			319,416
5% Salary - Yr 2	-	643,252		643,252
5% Salary - Yr 3	-		977,131	977,131
OT Effect of Salary Incease	44,918	92,081	141,603	278,602
On Call	22,709	23,844	25,037	71,590
Vacation	9,814	10,305	10,820	30,938
	\$ 450,080	\$ 863,402	\$ 1,301,299	\$ 2,614,781
% Change	6.72%	12.88%	19.42%	