G:\ADMIN HR\Employee wage benefit history

	ADMIN	MAPE	MAPE (cont.)	COAM	POLC	POLICE CLERKS	POLICE DISPATCH	FIRE	FIRE (cont.)	FIRE (cont.)
TERM	**rev Jul 2024**	**07/2021 - 06/2026**		**07/2021 - 06/2026**	**07/2025 - 06/2028**	**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 Stiper	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 stipenc	24 - 3.00% + $1,500 stipenc	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 stipenc	25 - 3.00%		
	23 - 3.00%	25 - 3.00%*extension		24 - 2.50%	25 - 5.00%	27 - 3.00%*extension	27 - 3.00%*extension	26 - 3.00%*extension		
COLA Increase effective 1/7/24	Jan 24 - COLA 4.00%			25 - 2.50%	26 - 4.00%					
	24 - 3.00%				27 - 4.00%					
	25- 3.00%									
VACATION/CTO/PTO	PTO	PTO (40 Hour EE's)	PTO (37.5 Hour EE's)	Vacation	Vacation	CTO	CTO	CTO (48 Hour EEs)	CTO (42 Hour EEs)	CTO (40 Hour EEs)
	1-4 - 192 hrs	1-4 - 184 hrs	1 -4 - 172.5 hrs	1-4 - 80 hrs	1-4 - 88 hrs	1-4 - 172.5 hrs	0-4 - 252 hrs	0-4 - 264 hrs		
	5-9 - 232 hrs	5-9 - 224 hrs	5-9 - 210 hrs	5-9 - 120 hrs	5-9 - 128 hrs	5-9 - 210 hrs	5-9 - 312 hrs	5-9 - 312 hrs	5-9 - 300 hrs	5-9 - 224 hrs
	10-16 - 272 hrs	10-16 - 264 hrs	10-16 - 247.5 hrs	10-15 - 160 hrs	10-14 - 168 hrs	10-16 - 247.5 hrs	10+ - 372 hrs	10-15 - 372 hrs	10+ - 360 hrs	10-15 - 264 hrs
	17+ - 312 hrs	17+ - 304 hrs	17+ - 285 hrs	16+ - +8 hrs to 200 hrs	15+ - +8 hrs to 208 hrs	17+ - 285 hrs		16+ - 408 hrs		16+ - 288hrs
Carryover	1-4 - 80 hrs	1-4 - 80 hrs	1-4 - 75 hrs	up to 80 hrs	up to 80 hrs	1-4 - 75 hrs	up to 120 hrs	up to 120 hrs		
	5-9 - 120 hrs	5-9 - 120 hrs	5-9 - 112.5 hrs			5-9 - 112.5 hrs				
	10-16 - 160 hrs	10-16 - 160 hrs	10-16 - 150 hrs			10-16 - 150 hrs				
	17+ - 208 hrs	17+ - 208 hrs	17+ - 187.5 hrs			17+ - 187.5 hrs				
Payout	400 hours	400 hours	400 hours	100% + pro-rated	100% + pro-rated	400 hours	60 hrs	300 hours		
SICK DAYS/YEAR	n/a	n/a		12 days (96 hrs)	12 days (96 hrs)	n/a	n/a	n/a		
SICK LEAVE BANK	n/a	n/a		yes	yes	n/a	n/a	n/a		
Max Days	n/a	n/a		130 (1,040 hrs)	130 (1,040 hrs)	n/a	n/a	n/a		
Payout	n/a	n/a		50%	50%	n/a	n/a	n/a		
PERSONAL DAYS	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 - DB										
Benefit Level	B-4 (2.5% multiplier)	B-3 (2.25% multiplier)		B-4	Nonstandard 2.8%	B-4	B-4	B-4		
Final Average Comp	3 years	5 years		3 years	3 years	3 years	3 years	3 years		
Overtime Cap	n/a	350 hrs		350 hrs	350 hrs	350 hrs	350 hrs	350 hrs		
Age Requirement	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.		
Employee Contribution	4.48%	2.45%		6.44%	9.24%	3.89%	4.11%	6.33%		
Eliminated for New Hires	**5/1/2006**	**12/1/2006**			**3/15/2012**	**9/3/2011**	**8/23/2011**	**6/1/2009**		
RETIREMENT - DC					**HYBRID - 1.5% DB**					
EE Contribution	3%	5%			5%	6%	6%	6%		
ER Contribution	10%	10%			4%	10%	12%	13%		
HEALTHCARE										
Employee Premium Contribution	20%/HAP 15%	20%/HAP15%		20%/HAP 15%	20%/HAP 15%	20%/HAP 15%	20%/HAP 15%	20%/HAP 15%		
Orthodontic Limit	$1,500	$1,500		$1,500	$1,500	$1,200	$1,200	$1,500		
Dental Annual Max	$1,500	$1,500		$1,000	$1,000	$1,500	$1,500	$1,000		
Life	2x salary	$50,000		$50,000	$50,000	$50,000	$50,000	$100,000		
Short-Term Disability	yes	yes		no	no	yes	yes	yes		
RETIREE HEALTHCARE										
Required Service	20 yrs	20 yrs		20 yrs	20 yrs	20 yrs	20 yrs	20 yrs		
Retirees Contribution	20%	20%		20%	20%	20%	20%	20%		
Eliminated for New Hires	**5/1/2006**	**12/1/2006**			**4/1/2012**	**9/3/2011**	**8/23/2011**	**6/1/2009**		
RHS Amount (per pay)	$25 EE/$100 ER	EE 1.5% / ER 3%			3% EE	1.5% EE/3% ER	1.5% EE/3% ER	$0 EE		
					1-5 years 3% ER			1-5 years 3% ER		
					6-9 years 5% ER			6-9 years 5% ER		
					10+ years - 8% ER			10+ years - 8% ER		
MAFF	**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	26 - 3.00%*extension		
Life	$100,000									