



Things staff considered

- 32-hour work week
- 4 10 work week
- Raise longevity
- Consistent cost to benefits
- Higher life insurance
- Increase health care plans
- Additional holiday
- Pool passes
- More part time people for coverage
- Shorten the year requirements for additional vacation
- Health day with flu shots and blood draws
- Bring your child to work day
- Daycare and nursing home stipend
- CDL Bonus
- CPR and First Aid Training
- Additional work clothing
- Sabbatical for 20-year employees
- Take the week off after Christmas

**Proposal to council**

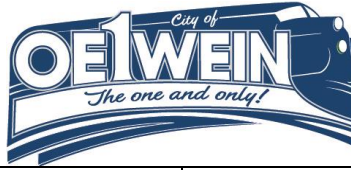
Family Pool Pass for employees

Add Washingtons Birthday to bring staff to 10 holidays

| Current                         | Days | Hours |
|---------------------------------|------|-------|
| Service over one (1) year       | 5    | 40    |
| Service over two (2) years      | 10   | 80    |
| Service over seven (7) years    | 15   | 120   |
| Service over fifteen (15) years | 20   | 160   |
| Service over twenty (20) years  | 25   | 200   |

| Proposed                        | Days | Hours |
|---------------------------------|------|-------|
| Service over one (1) year       | 5    | 40    |
| Service over two (2) years      | 10   | 80    |
| Service over five (5) years     | 15   | 120   |
| Service over ten (10) years     | 20   | 160   |
| Service over fifteen (15) years | 25   | 200   |

|                   |  |
|-------------------|--|
| Current Longevity |  |
| Service           |  |



|               |          |
|---------------|----------|
| Over 3 years  | \$49.90  |
| Over 5 years  | \$60.98  |
| Over 10 years | \$72.08  |
| Over 15 years | \$83.16  |
| Over 20 years | \$94.26  |
| Over 25 years | \$105.34 |
| Over 30 years | \$116.42 |

|                    |          |
|--------------------|----------|
| Proposed Longevity |          |
| Service            |          |
| Over 3 years       | \$102.00 |
| Over 5 years       | \$120.00 |
| Over 10 years      | \$140.00 |
| Over 15 years      | \$160.00 |
| Over 20 years      | \$180.00 |
| Over 25 years      | \$210.00 |
| Over 30 years      | \$230.00 |

Expand Bereavement five-day category to include children and parents.

Add annual CPR and First Aid training

Work toward a bring your child to work day in June of 2023