

Benefits	Temp	Non-Exempt	Exempt	Senior Mgmt	Police Union	Fire Union
Medical/Vision Insurance	8/9-mth >20 Hrs Basic PPO	SLHP CCO, BCI PPO & Basic PPO	SLHP CCO, BCI PPO & Basic PPO	SLHP CCO, BCI PPO & Basic PPO	Provided by Union Trust	Provided by Union Trust
Dental Insurance	N/A	Comprehensive, Core, Preventive or Dental Blue	Comprehensive, Core, Preventive or Dental Blue	Comprehensive, Core, Preventive or Dental Blue	Provided by Union Trust	Provided by Union Trust
Flexible Spending Account	N/A	Optional	Optional	Optional	Opt; \$300 City Contribution with Engage	Opt; \$300 City Contribution with Engage
PERSI	>19 hour per week	Employee: 7.16% Employer: 11.94%	Employee: 7.16% Employer: 11.94%	Employee: 7.16% Employer: 11.94%	Employee: 9.13% Employer: 12.28%	Employee: 9.13% Employer: 12.28%
PERSI 401k Choice Plan	N/A	Optional w/City match of 2.0%	Optional w/City match of 2.0%	Optional w/ER match of 4.0%	Optional No Match	Optional - contribute 1% to receive City contribution of 6.2%
		OR	OR	OR		
Deferred Compensation (457)	N/A	Optional w/City match of 2.0%	Optional w/City match of 2.0%	Optional w/City match of 4.0%	City Contribution of 6.2%; EE Contribution Optional	Optional No Match
Basic Term Life Insurance	N/A	\$50k City paid; additional optional EE paid 8x annual salary	\$50k City paid; additional optional EE paid 8x annual salary	\$50k City paid; additional optional EE paid 8x annual salary	1x base salary City paid; additional optional EE paid 8x annual salary	1x base salary City paid; additional optional EE paid 4x annual salary
Basic Dependent Life Insurance	N/A	\$5,000 City paid for spouse; \$2,500 City paid for dependents; additional optional EE paid options	\$5,000 City paid for spouse; \$2,500 City paid for dependents; additional optional EE paid options	\$5,000 City paid for spouse; \$2,500 City paid for dependents; additional optional EE paid options	\$5,000 City paid for spouse; \$2,500 City paid for dependents	\$5,000 City paid for spouse; \$2,500 City paid for dependents
Long Term Disability	N/A	40% City paid; optional 50% or 67% EE paid	40% City paid; optional 50% or 67% EE paid	40% City paid; optional 50% or 67% EE paid	Optional - 67% EE paid	Optional - 67% EE paid
HRA VEBA	N/A	.25% annually; 2:1 SL over 600 yearly; all SL 4:1 at retirement	.25% annually; 2:1 SL over 600 yearly; all SL 4:1 at retirement	.25% annually; 2:1 SL over 600 yearly; all SL 4:1 at retirement	75% SL >600 annually; 60% of 600 & 75% >600 hrs at retirement	70% SL over 600 yearly; all SL 55% at retirement
AFLAC	N/A	Optional	Optional	Optional	Optional	Optional
Wellness Incentive Credits	N/A	Optional/Earned	Optional/Earned	Optional/Earned	N/A	N/A

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Paid Holidays	N/A	x	x	x	x	x
Floating Holiday	N/A	x	x	x	N/A	N/A
Sick Leave	x	x	x	x	x	x
Vacation Leave		x	x	x	x	x
Bereavement Leave	N/A	x	x	x	x	x
Compensatory Time	N/A	x	x	N/A	x	x
Workers Comp	x	x	x	x	x	x
Family Medical Leave	x	x	x	x	x	x
Bus Pass	x	x	x	x	x	x
Alt. Transportation	N/A	x	x	x	x	x
Employee Assistance Program	N/A	x	x	x	x	x
Direct Deposit	x	x	x	x	x	x
Social Security (OASDI & HI)	7.65% EE & ER	7.65% EE & ER	7.65% EE & ER	7.65% EE & ER	1.45% HI Only EE & ER	1.45% HI Only EE & ER
Vacation Buy Back	N/A	N/A	N/A	N/A	N/A	Fire Sell Down