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Revised: 12/22/2023

Benefits	Non-Exempt	Exempt	Senior Mgmt	Police Union	Fire Union	
Medical/Vision	SLHP CCO, BCI	SLHP CCO, BCI	SLHP CCO, BCI	Provided by Union	Provided by Union	
Insurance	PPO & Basic PPO	PPO & Basic PPO	PPO & Basic PPO	Trust	Trust	
	Comprehensive,	Comprehensive,	I Provided by Libior		Provided by Union	
Dental Insurance	Core, Preventive	Core, Preventive	Core, Preventive	Trust	Trust	
	or Dental Blue	or Dental Blue	or Dental Blue			
Flexible Spending				Opt; \$300 City	Opt; \$300 City	
Account	Optional	Optional	Optional	Contribution with	Contribution with	
				Engage	Engage	
PERSI	Employee: 6.71%	Employee: 6.71% Employer:11.18%	Employee: 6.71% Employee: 9.83% Employer: 11.18% Employer: 13.26%		Employee: 9.83%	
	Employer: 11.18%	Employer: 11.18%	Employer: 11.18%	Employer: 13.26%	Employer: 13.26% Optional -	
DEDGI	0 11 1 1011	0 11 1 1011	0 11 1 /50		contribute 1% to	
PERSI	Optional w/City match of 2.0%	Optional w/City	Optional w/ER match of 4.0%	Optional No Match	receive City	
401k Choice Plan	match of 2.0%	match of 2.0%	match of 4.0%		contribuion of	
					6.2%	
	OR	OR	OR			
	Pre-tax Optional	Pre-tax Optional	Pre-tax Optional	City Contribution	Due tour entire of	
Deferred	w/City	w/City	w/City	of 6.2%; EE Contribution	Pre-tax optional No Match; Roth	
Compensation	match of 2.0%;	match of 2.0%;	match of 4.0%;	Optional; Roth	Optional, No	
(457)	Roth Optional, No	Roth Optional, No	Roth Optional, No	Optional, No	Match	
	Match	Match	Match	Match		
				1x base salary	1x base salary	
Danis Tama	\$50k City paid;	\$50k City paid;	\$50k City paid;	City paid;	City paid;	
Basic Term Life Insurance	additional optional EE paid 8x annual	additional optional EE paid 8x annual	additional optional EE paid 8x annual	additional optional	additional optional	
Life modrance	salary	salary	salary	EE paid 8x annual	EE paid 4x annual	
		Januar y		salary	salary	
	\$5,000 City paid	\$5,000 City paid	\$5,000 City paid			
<b>l</b>	for spouse;	for spouse;	for spouse;	\$5,000 City paid	\$5,000 City paid	
Basic Dependent	\$2,500 City paid	\$2,500 City paid for dependents;	\$2,500 City paid	for spouse;	for spouse; \$2,500 City paid for dependents	
Life Insurance	for dependents; additional optional	additional optional	for dependents; additional optional	\$2,500 City paid for dependents		
	EE paid options	EE paid options	EE paid options	Tor dependents	Tor dependents	
	40% City paid;	40% City paid;	40% City paid;	Ontional (70) FF	Ontional (70) FF	
Long Term Disability	optional 50% or	optional 50% or	optional 50% or		Optional - 67% EE	
	67% EE paid	67% EE paid	67% EE paid	paid	paid	
				75% SL >600	35% SL >1200	
	250/ "	250/ "	250/ "	annually; 75% of	yearly or 70%	
	.25% annually; 2:1 SL over 600	.25% annually; 2:1 SL over 600	.25% annually; 2:1 SL over 600	SL hrs at	>600; all SL 27.5% or 55%	
HRA VEBA	yearly; all SL 4:1	yearly; all SL 4:1	yearly; all SL 4:1	retirement; 1% ER	based on hours at	
	at retirement	at retirement	at retirement	annual	retirement; 1% ER	
				Contribution; \$36	annual	
				EE Contribution	Contribution	
AFLAC	Optional	Optional Optional Optional		Optional		
Wellness Incentive	Optional/Earned	Optional/Earned	Optional/Earned	N/A	N/A	
Credits			Optional/Larried 19/A		14/71	

Benefits	Non-Exempt	Exempt	Senior Mgmt	Police Union	Fire Union
Paid Holidays	Х	Х	Х	Х	Х
Floating Holiday	Х	Х	Х	N/A	N/A
Sick Leave	х	Х	х	Х	Х
Vacation Leave	Х	Х	х	Х	Х
Bereavement Leave	Х	Х	Х	Х	Х
Compensatory Time	Х	Х	N/A	Х	Х
Workers Comp	Х	Х	х	Х	Х
Parental Leave	Х	Х	Х	N/A	N/A
Family Medical Leave	Х	Х	х	Х	Х
Adoption Assistance	Х	Х	Х	N/A	N/A
Bilingual Pay	Х	Х	Х	N/A	N/A
Bus Pass	Х	Х	Х	Х	Х
Alt. Transportation	Х	Х	Х	Х	Х
Employee Assistance Program	х	х	х	х	х
Direct Deposit	Х	Х	Х	Х	Х
Social Security (OASDI & HI)	7.65% EE & ER	7.65% EE & ER	7.65% EE & ER	1.45% HI Only EE & ER	1.45% HI Only EE & ER
Tuition Reimbursement	х	х	N/A	N/A	N/A
Vacation Buy Back	N/A	N/A	N/A	N/A	Fire Sell Down

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Benefits	T1 (<19 Hours)	T3 (4 Months)	T4 (8 Months)	T5 (9 Months)
Medical/Vision	N/A	>20 Hours per week	>20 Hours per week	>20 Hours per week
Insurance	IV/A	Basic PPO	Basic PPO	Basic PPO
Dental Insurance	N/A	N/A	N/A	N/A
Flexible Spending Account	N/A	N/A	N/A	N/A
PERSI	N/A	N/A	N/A	>20 Hours per week
PERSI 401k Choice Plan	N/A	N/A	N/A	N/A
Deferred Compensation (457)	N/A	N/A	N/A	N/A
Basic Term Life Insurance	N/A	N/A	N/A	N/A
Basic Dependent Life Insurance	N/A	N/A	N/A	N/A
Long Term Disability	N/A	N/A	N/A	N/A
HRA VEBA	N/A	N/A	N/A	N/A
AFLAC	N/A	N/A	N/A	N/A
Wellness Incentive Credits	N/A	N/A	N/A	N/A
Paid Holidays	N/A		29-34 Hrs - 6 Hrs Holiday	≥35 Hrs - 8 Hrs Holiday 29-34 Hrs - 6 Hrs Holiday 20-28 Hrs - 4 Hrs Holiday
Floating Holiday	N/A	N/A	N/A	N/A
Personal Leave	N/A	If 35 Hours per week 2 Hours Leave Earned	If 35 Hours per week 2 Hours Leave Earned	If 35 Hours per week 2 Hours Leave Earned
Bereavement Leave	N/A	N/A	N/A	N/A
Compensatory Time	N/A	N/A	N/A	N/A
Workers Comp	Х	Х	х	х
Parental Leave	N/A	N/A	N/A	N/A
Family Medical Leave	Х	Х	х	х
Adoption Assistance	N/A	N/A	N/A	N/A
Bilingual Pay	N/A	N/A	N/A	N/A
Bus Pass	Х	х	Х	Х
Alt. Transportation	N/A	N/A	N/A	N/A
Employee Assistance Program	х	х	х	х
Direct Deposit	Х	Х	Х	Х
Social Security (OASDI & HI)	7.65% EE & ER	7.65% EE & ER	7.65% EE & ER	7.65% EE & ER
Tuition Reimbursement	N/A	N/A	N/A	N/A
	N/A	N/A	N/A	N/A

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Benefits	Police Lt's	Police Command	Pol Chief & Dpty	Fire Chief	Fire Command	Directors	Council	Mayor
Medical/Vision	Provided by	SLHP CCO, BCI	SLHP CCO, BCI	SLHP CCO, BCI				
Insurance	Union Trust	PPO & Basic PPO	PPO & Basic PPO	PPO & Basic PPO				
	Provided by	Comprehensive,	Comprehensive,	Comprehensive,				
Dental Insurance	Union Trust	Core, Preventive or Dental Blue	Core, Preventive or Dental Blue	Core, Preventive or Dental Blue				
Flexible Spending	Opt; \$300 City Contribution with	Optional	Optional	Optional				
Account	Engage	Engage	Engage	Engage	Engage	·	·	'
PERSI	Employee: 9.83% Employer:13.26%	Employee: 9.83% Employer: 13.26%	Employee: 9.83% Employer: 13.26%	Employee: 9.83% Employer: 13.26%	Employee: 9.83% Employer: 13.26%	Employee: 6.71% Employer:11.18%	Employee: 6.71% Employer:11.18%	Employee: 6.71% Employer:11.18%
PERSI 401k Choice Plan	Optional No Match	Optional No Match	Optional No Match	Optional - contribute 1% to receive City contribution of 6.2%	Optional - contribute 1% to receive City contribution of 6.2%	Optional w/City match of 4.5%	Optional w/City match of 2.0%	Optional w/City match of 4.5%
	AND	AND	AND	AND	AND	OR	OR	OR
Deferred Compensation (457)	City Contribution of 7.5%; EE Contribution Optional; Roth Optional, No Match	City Contribution of 7.5%; EE Contribution Optional; Roth Optional, No Match	City Contribution of 8%; EE Contribution Optional; Roth Optional, No Match	Pre-tax optional w/City match of 4.5%; Roth Optional, No Match	Pre-tax optional w/City match of 4.0%; Roth Optional, No Match	Pre-tax optional w/City match of 4.5%; Roth Optional, No Match	Pre-tax optional w/City match of 2.0%; Roth Optional, No Match	Pre-tax optional w/City match of 4.5%; Roth Optional, No Match
Basic Term Life Insurance	1x base salary City paid; additional optional EE paid 8x annual salary	1x base salary 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	\$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
Basic Dependent Life Insurance	\$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; 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; additional optional EE paid options	\$5,000 City paid for spouse; \$2,500 City paid for dependents; additional optional EE paid options
Long Term Disability	40% City paid; optional 50% or 67% EE paid							
HRA VEBA	75% SL >600 annually;75% of SL at retirement; 100% comptime at Lt. promotion	75% SL >600 annually; 75% of SL 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	70% SL over 600 yearly; all SL 55% at retirement	.25% annually; 2:1 SL over 600 yearly; all SL 4:1 at retirement	NA	.25% annually; 2:1 SL over 600 yearly; all SL 4:1 at retirement
AFLAC	Optional							
Wellness Incentive Credits	N/A	N/A	N/A	N/A	N/A	Optional/Earned	Optional/Earned	Optional/Earned

Benefits	Police Lt's	Police Command	Pol Chief & Dpty	Fire Chief	Fire Command	Directors	Council	Mayor
Paid Holidays	х	х	х	х	х	х	х	х
Floating Holiday	Х	х	х	х	х	Х	N/A	х
Sick Leave	х	х	х	х	х	х	N/A	х
Vacation Leave	Х	х	х	х	х	Х	N/A	х
Bereavement Leave	Х	х	х	х	х	Х	х	х
Compensatory Time	х	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Workers Comp	Х	х	х	х	х	х	х	х
Parental Leave	х	х	х	х	х	х	N/A	х
Family Medical Leave	х	х	х	х	х	х	х	х
Adopton Assistance	Х	х	х	х	х	Х	х	Х
Bilingual Pay	х	х	х	х	х	х	х	х
Bus Pass	х	х	х	х	х	х	х	х
Alt. Transportation	х	х	х	х	х	х	х	х
Employee Assistance Program	х	х	х	х	х	х	х	х
Direct Deposit	х	х	х	Х	х	х	х	х
Social Security (OASDI & HI)	1.45% HI Only EE & ER	1.45% HI Only EE & ER	1.45% HI Only EE & ER	1.45% HI Only EE & ER	1.45% HI Only EE & ER	7.65% EE & ER	7.65% HI Only EE & ER	7.65% HI Only EE & ER
Tuition Reimbursement	х	х	N/A	N/A	N/A	N/A	N/A	N/A
Vacation Buy Back	Lt.'s Only ½ YE balance	N/A	N/A	N/A	N/A	N/A	N/A	N/A