

**2014 Total Compensation Adjustment
Unit 9B - Unclassified Fire**

2.89% Total Comp

-0.03% Salary Increase

Effective 12/22/2013

Total Compensation Element	12/23/2012 Average Salary	Changes @ 2.89%	12/22/2013 Average Salary
Average Salary	\$ 14,171	\$ (3.70)	\$ 14,167
<u>Mandatory Allocations</u>			
PERS			
Modified Employer PERS Rate **	35.305%	4,760.41	506.10
Alternate Death Benefit	0.128%	19.10	(0.00)
4th Level 1959 Survivor Benefits		2.50	1.50
Holiday Pay 13 Days per Year		708.54	(0.18)
Vacation Pay 8 Shifts per Year		467.17	(0.12)
Dental Insurance		93.00	4.00
Medical Insurance (PERS Min.)		115.00	4.00
Medical Insurance (City Min.)		555.30	70.87
PERS Medical Insurance Fund		2.00	-
Retiree Medical		219.73	30.61
<u>Discretionary Allocations</u>			
Life Insurance (\$40,000 Coverage)		15.60	-
Medical Insurance #		0.08	-
Uniform		41.67	-
Non-Reimbursed Med/Prof Devel.		41.67	-
Total Compensation	\$ 21,212.61	\$ 613.08	\$ 21,825.68
VEBA - City Funded	50.00		50.00
Total Compensation (for benchmark adjustment purposes)	\$ 21,262.61	\$ 613.08	\$ 21,875.68

**PERS rate applies to Salary, Holiday Pay & Uniform in estimating retirement costs; 2013-14 rate of 35.305% in the Total Comp begins with the PERS Employer rate of 35.34%, reduced by 0.035% for not having highest single year.

Medical Insurance includes Administrative Fee of 0.33% and excludes \$119.00 non-discretionary allocation.