2014 Total Compensation Adjustment
Unit 2 - Police Officer
2.76% Total Comp
0.00% Salary Change
Effective 12/22/2013

Total Compensation Element		12/23/2012 Police Officer*	Changes @ 2.76%	12/22/2013 Police Officer*
Salary - B 31 Step 5*		$ 10,288	$ -	$ 10,288
Mandatory Allocations				
PERS				
4th Level 1959 Survivor Benefits		2.50	1.50	4.00
Modified Employer PERS Rate	35.305%	3,462.36	369.09	3,831.45
Holiday Pay				
13 Days per Year		514.42	-	514.42
Vacation Pay				
15 Days per Year		593.56	-	593.56
POST Certificate Incentive		-	-	-
Medical Insurance (PERS Min.)		115.00	4.00	119.00
Medical Insurance (City Min.) #		555.30	70.87	626.17
PERS Medical Insurance Fund		2.00	-	2.00
Psych. Counseling		1.15	-	1.15
Discretionary Allocations				
Life Insurance ($15,000 Coverage)		5.85	-	5.85
Medical Insurance #		462.00	-	462.00
Uniform		50.00	-	50.00
VEBA - discretionary allocation		100.00	-	100.00
Total Compensation (For Salary Adjustment Purposes)		**$ 16,152.14**	**$ 445.46**	**$ 16,597.60**
Retiree Medical		238.68	11.66	250.34
VEBA - City Funded		50.00	-	50.00
Total Compensation (For Benchmark Adjustment Purposes)		**$ 16,440.82**	**$ 457.12**	**$ 16,897.94**

** PERS rate applies to Salary, Holiday Pay, POST Certificate Incentive and Uniform Allowance in estimating retirement costs; 2013-14 rate of 35.305% in the Total Comp begins with the PERS Employer rate of 35.34%, increased by 0.035% for having highest single year but decreased by 0.07% to remove the alternate Firefighter death benefit.

Medical Insurance (City Min) includes Administrative Fee of 0.33% and excludes $119.00 non-discretionary allocation.