TOWN OF DAVIE
OFFICE OF THE TOWN ADMINISTRATOR

MEMORANDUM

TO: Mayor and Town Council Members

FROM: Chris Kovanes, Interim Town Administrator

DATE: December 29, 2004

SUBJECT: Contingent Entry Plan for Potential Non-Represented Employees

The reports provided are designed to provide information to assist in discussing a possible entry plan should blue/white and non-represented employees vote "no" on forming a union. If you have any questions on the information provided, please feel free to contact me at your earliest convenience.

CK:mgm

TOWN OF DAVIE BENEFITS COMPARISON AS OF DECEMBER, 2004

	FEDERATION OF PUBLIC EMPLOYEES BLUE COLLAR UNIT	FEDERATION OF PUBLIC EMPLOYEES WHITE COLLAR UNIT	NON-REPRESENTED EMPLOYEES
PENSION	Defined Contribution Plan. Employee contribution is 3% of all compensation. Town contributes 6% of all compensation (5 year vest.)	SAME AS BLUE COLLAR UNIT	Defined Benefit Plan. No employee contribution. 6 year vest. The monthly retirement benefit shall be equal to the number of years and fractional parts of years of credited service multiplied by 2% and multiplied by Average Final Compensation. The Town's contribution is 12.55% of all compensation
LONGEVITY	Five (5) years of service - $300 per year Six to Eight (6-8) years of service - $400 per year Nine (9) or more years of service - $500 per year	For employees hired after March 5, 1986, the following applies: Five (5) years of service - $300 per year Six to Ten (6-10) years of service - $400 per year Eleven (11) or more years of service - $500 per year For employees hired before March 5, 1986 the longevity payment is 6% of base pay.	Employees hired on or before July 17, 1991, who have served continuously for three (3) or more full years shall become eligible for an annual longevity payment in the amount equaling six (6) percent of the basic annual salary for that period from the employee's anniversary date to September 30. After the first year's eligibility, the employee will receive a longevity payment from October 1 to September 30 of each year. At termination, the employee will be paid on a prorated basis from October 1 to termination. Annual longevity will be paid on or about December 1 of each year.

	FEDERATION OF PUBLIC EMPLOYEES BLUE COLLAR UNIT	FEDERATION OF PUBLIC EMPLOYEES WHITE COLLAR UNIT	NON-REPRESENTED EMPLOYEES
HOURS OF WORK	7 hours per day (35 hours per week) 40 hours paid	7 hours per day (35 hours per week) 40 hours paid	7.5 hours per day (37.5 hours per week) 40 hours paid
UNION DUES	1.5% of base pay For example, an employee with a yearly base pay of $30,000 would pay $450.00	1.5% of base pay For example, an employee with a yearly base pay of $30,000 would pay $450.00	NONE
VACATION LEAVE	1 - 5 yrs of svc – 10 days (80 hours) per yr 6 - 9 yrs of svc - 15 days (120 hours) per yr 10 yrs or more - 20 days (160 hours) per yr	1 - 4 yrs of svc - 10 days (80 hours) per yr 5 - 9 yrs of svc - 15 days (120 hours) per yr 10 yrs or more - 20 days (160 hours) per yr	< 5 yrs of svc - accrue 3.08 hrs bi-wkly or 10 days per yr 5 - 9 yrs of svc - accrue 4.62 hrs bi-wkly or 15 days per year 10 yrs of svc – accrue 6.15 hrs bi-wkly or 20 days per year
VACATION LEAVE BUYBACK	No vacation leave buyback	No vacation leave buyback	Employees with accrued vacation leave in excess of eighty (80) hours and who have utilized at least eighty (80) hours of leave time during the fiscal year, may be allowed to make an election during one month of the year (to be determined by the Town Administrator or designee) to sell the excess vacation leave time back to the Town, subject to available funds, at the discretion of the Town Administrator or designee.
HOLIDAYS	13.5 days per year and any other days as designated by Council *Total of 13.5 days (108 hours) of holiday time per year (including Quality Service Day and Birthday)	SAME AS BLUE COLLAR UNIT	Designated on or before 9/30 each year by Town Council. Quality Service Day and Birthday provided.

	FEDERATION OF PUBLIC EMPLOYEES BLUE COLLAR UNIT	FEDERATION OF PUBLIC EMPLOYEES WHITE COLLAR UNIT	NON-REPRESENTED EMPLOYEES
SICK LEAVE	12 days per year (1 day) per month of service	SAME AS BLUE COLLAR UNIT	3.69 hours biweekly or 12 days per year (1 day per month)
SICK TO VACATION LEAVE CONVERSION	An employee who does not use sick leave for a period of six (6) consecutive months may elect to convert four (4) bonus days to be added to his vacation leave and to be subtracted from his sick leave	An employee can covert sick leave to vacation leave once per fiscal year. The conversion can be for up to 32 hours and the employee must have 96 hours of sick leave before conversion	Employees who have accumulated at least nine (9) days sick leave to his/her credit will be allowed to convert a maximum of four (4) days sick leave to vacation leave per fiscal year. If the option is made to convert these days to vacation leave, they must be taken within the fiscal year.
MEDICAL AND DENTAL INSURANCE	Employees are given a choice of 2 plans for each (Medical and Dental) EPO and PPO. There is no cost to employee for personal coverage. There is 50% cost of premium to employee for dependent coverage. Additional buy-up plan offered for dental plan.	SAME AS BLUE COLLAR UNIT	SAME
SHORT TERM DISABILITY	60% of weekly salary up to $250.00 each week up to eleven weeks.	SAME AS BLUE COLLAR UNIT	SAME
LONG TERM DISABILITY	40% of earnings to a maximum of $1,333. Employee has the opportunity to increase long term disability coverage to 50% or 60% of earnings as a buy- option.	SAME AS BLUE COLLAR UNIT	SAME
LIFE INSURANCE	$40,000 plus employees may purchase additional insurance (equal to one, two, or three times their annual base pay) and dependent insurance	SAME AS BLUE COLLAR UNIT	$40,000 for general employee plus employees may purchase additional insurance (equal to one, two, or three times their annual base pay) and dependent insurance

	FEDERATION OF PUBLIC EMPLOYEES BLUE COLLAR UNIT	FEDERATION OF PUBLIC EMPLOYEES WHITE COLLAR UNIT	NON-REPRESENTED EMPLOYEES
TUITION REIMBURSEMENT	< 2 years of service - reimbursed for state college cost per credit hour as follows: "A" 100%; "B" 95%; "C" 90%. 2 + years of service reimbursed state or private college cost per credit hour, matriculation fees & books as follows: "A" -100%; "B" 95%; "C" 90%.	SAME AS BLUE COLLAR UNIT	< 2 years of service - 100% of state college cost per credit hour 2 or more years - 100% state or private college cost per credit hour
SERVICE AWARDS	Upon completion of 5 continuous years Full-time $100, Part-time $50 cash. Upon completion of 10 continuous years Full-time $250, Part-time $125 cash. Upon completion of 15 continuous years Full-time $350, Part-time $175 cash. Upon completion of 20 continuous years Full-time $500, Part-time $250 Given thereafter in increments of 5 years up to 50 years of continuous service increase by $50.00 increments	SAME AS BLUE COLLAR UNIT	SAME
GRIEVANCE PROCEDURES	There is a (4) step grievance procedure. The union will not be responsible for handling grievances of non-dues paying bargaining unit employees.	SAME AS BLUE COLLAR UNIT	The employee can appeal to the personnel board. This does not apply to: Department director, aide to the town administrator, probationary, part-time, seasonal or temporary employees.
UNIFORMS	Uniforms are provided for specified job classifications.	SAME AS BLUE COLLAR UNIT	SAME

	FEDERATION OF PUBLIC EMPLOYEES BLUE COLLAR UNIT	FEDERATION OF PUBLIC EMPLOYEES WHITE COLLAR UNIT	NON-REPRESENTED EMPLOYEES
SEVERANCE PAY	All employees shall receive at least a two (2) week notice of layoff, or in lieu of notice two (2) weeks pay at his /her regular rate of pay.	SAME AS BLUE COLLAR UNIT	NONE
JURY DUTY	Employees who are called for Jury Duty or who are subpoenaed as witnesses before any court of competent jurisdiction or administrative tribunal in the performance of their duties as a Town employee or in connection with this agreement shall, upon proper proof, be paid compensation for such time as they are actually detained from their regular hours, less the fee received.	SAME AS BLUE COLLAR UNIT	An employee who is required to serve as a juror shall be excused from work for the day or days on which the employee serves in such capacity, and shall receive for each day of jury service on which the employee otherwise would have worked the difference between the regular straight time rate of pay and the payment received for jury service. The employee will present proof of jury service or reporting for service and the amount of payment received from the clerk of court to the town administrator or designee upon return to work. If an employee is released from jury duty by the court any time prior to 12:00 noon, the employee shall report to work within one hour after being released by the court.
BEREAVEMENT LEAVE	(3) days bereavement leave, granted for immediate family however, if the funeral is held outside the State of Florida and is attended by the employee, he/she shall be granted (5) days bereavement leave.	SAME AS BLUE COLLAR UNIT	SAME AS BLUE AND WHITE, except that non-represented fire department employees regularly scheduled to work an average of (96) hours biweekly will be granted bereavement leave of up to (2) shifts or up to (3) shifts to attend funeral/memorial services for a death of an immediate family member outside the State of Florida.
OVERTIME FOR HOLIDAYS	Paid 1.5 times for all hours worked on a holiday plus straight time for 8 hours	SAME AS BLUE COLLAR UNIT	NONE

	FEDERATION OF PUBLIC EMPLOYEES BLUE COLLAR UNIT	FEDERATION OF PUBLIC EMPLOYEES WHITE COLLAR UNIT	NON-REPRESENTED EMPLOYEES
SHOES	Up to $150 per year	NONE	NONE
CALL IN PAY	2 hours minimum plus 1 hour travel	SAME AS BLUE COLLAR UNIT	4 hours minimum
EVALUATIONS	Evaluations must be completed within 60 days of anniversary date or the step increase becomes automatic.	SAME AS BLUE COLLAR UNIT	Step increases do not become automatic if an evaluation is not complete.
DECLARED EMERGENCY	Compensated at a rate of twice (2X) his or her base hourly pay rate for all hours in excess of his or her regularly scheduled work hours.	SAME AS BLUE COLLAR UNIT	As such, salaried, exempt employees are eligible to receive compensation contingent upon a locally declared emergency at a rate of one and one-half time of their hourly rate of pay in excess of forty (40) hours worked per week, for the duration of their involvement during the declared emergency and the residual clean-up necessary to restore the town to normal operations
SAFETY INCENTIVES	$25.00 per year	SAME AS BLUE COLLAR UNIT	NONE
TRAFFIC ACCIDENT LIABILITY	In the event an employee is involved in an accident while using a Town vehicle and it is determined that he/she is at fault or solely responsible for the accident, said employee shall pay up to $300 toward the cost to repair or replaced damaged Town vehicle and/or any other vehicle or damaged property for which the Town, as a result of the accident, becomes liable to expend monies.	SAME AS BLUE COLLAR UNIT	NONE

TOWN OF DAVIE BENEFITS COMPARISON AS OF DECEMBER, 2004

	FEDERATION OF PUBLIC EMPLOYEES BLUE COLLAR UNIT	FEDERATION OF PUBLIC EMPLOYEES WHITE COLLAR UNIT	NON-REPRESENTED EMPLOYEES
BONUS DAYS FOR NO SICK TIME USED	The Town will grant one (1) personal vacation day to any employee in this unit who does not utilize sick time in a continuous six (6) month period during any calendar year.	The Town will grant to eligible employees one (1) personal vacation day for each six (6) months as designated below in which the employee in this unit does not utilize sick time, to a maximum of two (2) personal vacation days in a calendar year after the employee's initial probationary period has been satisfied.	NONE

MEMORANDUM
Administration Department

TO: Ken Cohen, Assistant Town Administrator
FROM: Phillip Holste, GIS Project Leader PJH
DATE: December 29, 2004
RE: White Collar, Blue Collar, and Non-Represented Employee Longevity Breakdown

Per your request, the Budget and Finance Department has provided the following breakdown of longevity payments among the white collar, blue collar, and non-represented employees.

Blue Collar Employees	$500 – 15 $400 – 5 $300 – 7
Blue Collar Employees Total	**27**
Non-Represented Employees	**6% of base annual salary – 54**
White Collar Employees	6% of base annual salary – 5 $500 – 11 $400 – 22 $300 – 9
White Collar Employees Total	**47**
Total Employees with longevity (White Collar, Blue Collar, and Non-Represented)	**128**

Date: 12/23/04

WC & BC Integration in Non-Rep

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Position Title	Grade	Step	Current Hourly Rate	Annual Salary	2004_3%	DC Contr @ 6%	DB @ 12%	Contribution Delta	After Tax FICA	Hours ompensatio
CREW LEADER	406	1	$12.78	$26,584	$27,381.52	$1,595.04	$3,336.29	$1,741.25	$610.10	
MAINTENANCE TECHNICIAN I	402	4	$13.68	$28,457	$29,310.71	$1,707.42	$3,571.35	$1,863.93	$653.09	
CREW LEADER	406	6	$16.31	$33,928	$34,945.84	$2,035.68	$4,257.96	$2,222.28	$778.65	
MAINTENANCE TECHNICIAN I	402	4	$13.68	$28,457	$29,310.71	$1,707.42	$3,571.35	$1,863.93	$653.09	
MAINTENANCE TECHNICIAN I	402	2	$12.41	$25,811	$26,585.33	$1,548.66	$3,239.28	$1,690.62	$592.36	
OPERATIONS SUPERVISOR	410	3	$19.23	$39,994	$41,193.82	$2,399.64	$5,019.25	$2,619.61	$917.86	
OPERATIONS SUPERVISOR	410	8	$24.54	$51,045	$52,576.35	$3,062.70	$6,406.15	$3,343.45	$1,171.48	
MAINTENANCE TECHNICIAN I	402	2	$12.41	$25,811	$26,585.33	$1,548.66	$3,239.28	$1,690.62	$592.36	
MAINTENANCE TECHNICIAN I	402	2	$12.41	$25,811	$26,585.33	$1,548.66	$3,239.28	$1,690.62	$592.36	
CREW LEADER	406	9	$18.88	$39,276	$40,454.28	$2,356.56	$4,929.14	$2,572.58	$901.38	
MAINTENANCE TECHNICIAN I	402	7	$15.84	$32,943	$33,931.29	$1,976.58	$4,134.35	$2,157.77	$756.04	
MAINTENANCE TECHNICIAN I	402	2	$12.41	$25,811	$26,585.33	$1,548.66	$3,239.28	$1,690.62	$592.36	
MAINTENANCE TECHNICIAN I	402	3	$13.03	$27,102	$27,915.06	$1,626.12	$3,401.30	$1,775.18	$621.99	
OPERATIONS SUPERVISOR	410	4	$20.19	$41,994	$43,253.82	$2,519.64	$5,270.25	$2,750.61	$963.76	
MAINTENANCE TECHNICIAN I	402	2	$12.41	$25,811	$26,585.33	$1,548.66	$3,239.28	$1,690.62	$592.36	
PARK RANGER	403	2	$12.41	$20,656	$21,275.68	$1,239.36	$2,592.33	$1,352.97	$474.06	
POOL LIFEGUARD PT REGUL/	403	1	$11.82	$18,443	$18,996.29	$1,106.58	$2,314.60	$1,208.02	$423.27	
PARK RANGER	403	8	$16.64	$17,301	$17,820.03	$1,038.06	$2,171.28	$1,133.22	$397.06	
CREW LEADER	406	6	$16.31	$33,928	$34,945.84	$2,035.68	$4,257.96	$2,222.28	$778.65	
CREW LEADER	406	5	$15.53	$32,313	$33,282.39	$1,938.78	$4,055.28	$2,116.50	$741.58	
POOL LIFEGUARD PT REGUL/	403	1	$11.82	$18,443	$18,996.29	$1,106.58	$2,314.60	$1,208.02	$423.27	
EQUIP. OPERATOR	408	9	$21.27	$44,239	$45,566.17	$2,654.34	$5,551.99	$2,897.65	$1,015.29	
RECREATION LEADER	403	3	$13.03	$27,111	$27,924.33	$1,626.66	$3,402.43	$1,775.77	$622.20	
MAINTENANCE TECHNICIAN I	402	3	$13.03	$27,102	$27,915.06	$1,626.12	$3,401.30	$1,775.18	$621.99	
FITNESS SPECIALIST	409	4	$18.81	$39,133	$40,306.99	$2,347.98	$4,911.19	$2,563.21	$898.10	
MAINTENANCE TECHNICIAN I	402	4	$13.68	$28,457	$29,310.71	$1,707.42	$3,571.35	$1,863.93	$653.09	
MAINTENANCE TECHNICIAN I	402	3	$13.03	$27,102	$27,915.06	$1,626.12	$3,401.30	$1,775.18	$621.99	
CREW LEADER	406	4	$14.80	$30,774	$31,697.22	$1,846.44	$3,862.14	$2,015.70	$706.26	
POOL LIFEGUARD PT REGUL/	403	2	$12.41	$19,365	$19,945.95	$1,161.90	$2,430.31	$1,268.41	$444.43	
MAINTENANCE TECHNICIAN I	402	2	$12.41	$25,811	$26,585.33	$1,548.66	$3,239.28	$1,690.62	$592.36	
CREW LEADER	406	1	$12.78	$26,584	$27,381.52	$1,595.04	$3,336.29	$1,741.25	$610.10	
MAINTENANCE TECHNICIAN I	402	9	$17.46	$36,320	$37,409.60	$2,179.20	$4,558.16	$2,378.96	$833.54	
LABORER (CAPITAL PROJ., TE	400	2	$11.37	$23,639	$24,348.17	$1,418.34	$2,966.69	$1,548.35	$542.52	

Date: 12/23/0

WC & BC Integration in Non-Rep

Position Title	Grade	Step	Current Hourly Rate	Annual Salary	2004_3%	DC Contr @ 6%	DB @ 12%	Contribution Delta	After Tax FICA	Hours ompensatio
OPERATIONS SUPERVISOR	410	7	$23.37	$48,614	$50,072.42	$2,916.84	$6,101.06	$3,184.22	$1,115.69	
PARK RANGER	403	2	$12.41	$12,910	$13,297.30	$774.60	$1,620.21	$845.61	$296.28	
MAINTENANCE TECHNICIAN I	402	5	$14.37	$29,880	$30,776.40	$1,792.80	$3,749.94	$1,957.14	$685.75	
MAINTENANCE TECHNICIAN I	402	1	$11.82	$24,582	$25,319.46	$1,474.92	$3,085.04	$1,610.12	$564.16	
MAINTENANCE TECHNICIAN I	402	4	$13.68	$28,457	$29,310.71	$1,707.42	$3,571.35	$1,863.93	$653.09	
PARK RANGER	403	9	$17.47	$23,615	$24,323.45	$1,416.90	$2,963.68	$1,546.78	$541.96	
CREW LEADER	406	9	$18.88	$39,276	$40,454.28	$2,356.56	$4,929.14	$2,572.58	$901.38	
RECREATION LEADER	403	1	$11.82	$12,295	$12,663.85	$737.70	$1,543.02	$805.32	$282.17	
CREW LEADER	406	7	$17.13	$35,625	$36,693.75	$2,137.50	$4,470.94	$2,333.44	$817.59	
PARK RANGER	403	3	$13.03	$9,489	$9,773.67	$569.34	$1,190.87	$621.53	$217.77	
MAINTENANCE TECHNICIAN I	402	4	$13.68	$28,457	$29,310.71	$1,707.42	$3,571.35	$1,863.93	$653.09	
MAINTENANCE TECHNICIAN I	402	3	$13.03	$27,102	$27,915.06	$1,626.12	$3,401.30	$1,775.18	$621.99	
MAINTENANCE TECHNICIAN I	402	2	$12.41	$25,811	$26,585.33	$1,548.66	$3,239.28	$1,690.62	$592.36	
RECREATION LEADER	403	3	$13.03	$27,111	$27,924.33	$1,626.66	$3,402.43	$1,775.77	$622.20	
PARK RANGER	403	2	$12.41	$12,910	$13,297.30	$774.60	$1,620.21	$845.61	$296.28	
RECREATION LEADER, WILL (	403	1	$11.82	$6,148	$6,332.44	$368.88	$771.57	$402.69	$141.10	
OPERATIONS SUPERVISOR	410	9	$25.77	$53,597	$55,204.91	$3,215.82	$6,726.42	$3,510.60	$1,230.05	
RECREATION LEADER	403	9	$17.47	$36,331	$37,420.93	$2,179.86	$4,559.54	$2,379.68	$833.80	
MAINTENANCE TECHNICIAN I	402	7	$15.84	$32,943	$33,931.29	$1,976.58	$4,134.35	$2,157.77	$756.04	
RECREATION LEADER	403	9	$17.47	$24,069	$24,791.07	$1,444.14	$3,020.66	$1,576.52	$552.38	
POOL LIFEGUARD PT REGUL/	403	1	$11.82	$18,443	$18,996.29	$1,106.58	$2,314.60	$1,208.02	$423.27	
MAINTENANCE TECHNICIAN I	402	3	$13.03	$27,102	$27,915.06	$1,626.12	$3,401.30	$1,775.18	$621.99	
RECREATION LEADER	403	2	$12.41	$25,820	$26,594.60	$1,549.20	$3,240.41	$1,691.21	$592.57	
POOL LIFEGUARD PT REGUL/	403	2	$12.41	$19,365	$19,945.95	$1,161.90	$2,430.31	$1,268.41	$444.43	
CREW LEADER	406	1	$12.78	$26,584	$27,381.52	$1,595.04	$3,336.29	$1,741.25	$610.10	
MAINTENANCE TECHNICIAN I	402	9	$17.46	$36,320	$37,409.60	$2,179.20	$4,558.16	$2,378.96	$833.54	
RECREATION LEADER	403	5	$14.37	$29,890	$30,786.70	$1,793.40	$3,751.20	$1,957.80	$685.98	
CARETAKER	402	1	$11.82	$24,582	$25,319.46	$1,474.92	$3,085.04	$1,610.12	$564.16	
OPERATIONS SUPERVISOR	410	7	$23.37	$48,614	$50,072.42	$2,916.84	$6,101.06	$3,184.22	$1,115.69	
RECREATION LEADER	403	1	$11.82	$12,295	$12,663.85	$737.70	$1,543.02	$805.32	$282.17	
RECREATION LEADER	403	9	$17.47	$36,331	$37,420.93	$2,179.86	$4,559.54	$2,379.68	$833.80	
MAINTENANCE TECHNICIAN I	402	3	$13.03	$27,102	$27,915.06	$1,626.12	$3,401.30	$1,775.18	$621.99	
MAINTENANCE TECHNICIAN I	410	9	$25.77	$53,597	$55,204.91	$3,215.82	$6,726.42	$3,510.60	$1,230.05	

Date: 12/23/0

WC & BC Integration in Non-Rep

Position Title	Grade	Step	Current Hourly Rate	Annual Salary	2004_3%	DC Contr @ 6%	DB @ 12%	Contribution Delta	After Tax FICA	Hours ompensatio
LABORER (CAPITAL PROJ., TE	400	2	$11.37	$23,639	$24,348.17	$1,418.34	$2,966.69	$1,548.35	$542.52	
RECREATION LEADER	403	2	$12.41	$19,365	$19,945.95	$1,161.90	$2,430.31	$1,268.41	$444.43	
MAINTENANCE TECHNICIAN I	402	9	$17.46	$36,320	$37,409.60	$2,179.20	$4,558.16	$2,378.96	$833.54	
MAINTENANCE TECHNICIAN I	402	1	$11.82	$24,582	$25,319.46	$1,474.92	$3,085.04	$1,610.12	$564.16	
MAINTENANCE TECHNICIAN I	402	2	$12.41	$25,811	$26,585.33	$1,548.66	$3,239.28	$1,690.62	$592.36	
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MAINTENANCE TECHNICIAN I	402	1	$11.82	$24,582	$25,319.46	$1,474.92	$3,085.04	$1,610.12	$564.16	
CREW LEADER	406	3	$14.09	$29,309	$30,188.27	$1,758.54	$3,678.28	$1,919.74	$672.64	
LABORER (CAPITAL PROJ., TE	400	3	$11.93	$24,821	$25,565.63	$1,489.26	$3,115.04	$1,625.78	$569.64	
MAINTENANCE TECHNICIAN I	402	2	$12.41	$25,811	$26,585.33	$1,548.66	$3,239.28	$1,690.62	$592.36	
CREW LEADER	406	4	$14.80	$30,774	$31,697.22	$1,846.44	$3,862.14	$2,015.70	$706.26	
OPERATIONS SUPERVISOR	410	7	$23.37	$48,614	$50,072.42	$2,916.84	$6,101.06	$3,184.22	$1,115.69	
RECREATION LEADER	403	5	$14.37	$29,890	$30,786.70	$1,793.40	$3,751.20	$1,957.80	$685.98	
MAINT TECH I, WILL CALL	402	1	$11.82	$15,978	$16,457.34	$958.68	$2,005.24	$1,046.56	$366.70	
MAINTENANCE TECHNICIAN I	402	1	$11.82	$24,582	$25,319.46	$1,474.92	$3,085.04	$1,610.12	$564.16	
LABORER (CAPITAL PROJ., TE	400	2	$11.37	$23,639	$24,348.17	$1,418.34	$2,966.69	$1,548.35	$542.52	
OPERATIONS SUPERVISOR	410	7	$23.37	$48,614	$50,072.42	$2,916.84	$6,101.06	$3,184.22	$1,115.69	
RECREATION LEADER	403	1	$11.82	$12,295	$12,663.85	$737.70	$1,543.02	$805.32	$282.17	
POOL LIFEGUARD PT REGUL/	403	2	$12.41	$19,365	$19,945.95	$1,161.90	$2,430.31	$1,268.41	$444.43	
CREW LEADER	406	8	$17.98	$37,406	$38,528.18	$2,244.36	$4,694.45	$2,450.09	$858.47	
MAINTENANCE TECHNICIAN I	402	4	$13.68	$28,457	$29,310.71	$1,707.42	$3,571.35	$1,863.93	$653.09	
RECREATION LEADER	403	6	$15.09	$31,385	$32,326.55	$1,883.10	$3,938.82	$2,055.72	$720.29	
MAINTENANCE TECHNICIAN I	402	8	$16.63	$34,590	$35,627.70	$2,075.40	$4,341.05	$2,265.65	$793.84	
PARK RANGER	403	9	$17.47	$36,331	$37,420.93	$2,179.86	$4,559.54	$2,379.68	$833.80	
RECREATION LEADER	403	4	$13.69	$28,467	$29,321.01	$1,708.02	$3,572.61	$1,864.59	$653.32	
RECREATION LEADER, WILL (	403	1	$11.82	$24,590	$25,327.70	$1,475.40	$3,086.05	$1,610.65	$564.34	
PARK RANGER	403	6	$15.09	$15,692	$16,162.76	$941.52	$1,969.35	$1,027.83	$360.13	
OPERATIONS SUPERVISOR	410	9	$25.77	$53,597	$55,204.91	$3,215.82	$6,726.42	$3,510.60	$1,230.05	
POOL LIFEGUARD PT REGUL/	403	1	$11.82	$18,443	$18,996.29	$1,106.58	$2,314.60	$1,208.02	$423.27	
PARK RANGER	403	5	$14.37	$14,945	$15,393.35	$896.70	$1,875.60	$978.90	$342.99	
MAINTENANCE TECHNICIAN I	402	3	$13.03	$27,102	$27,915.06	$1,626.12	$3,401.30	$1,775.18	$621.99	
EQUIP. OPERATOR	408	9	$21.27	$44,239	$45,566.17	$2,654.34	$5,551.99	$2,897.65	$1,015.29	
POOL LIFEGUARD PT REGUL/	403	1	$11.82	$18,443	$18,996.29	$1,106.58	$2,314.60	$1,208.02	$423.27	

Date: 12/23/0

WC & BC Integration in Non-Rep

Position Title	Grade	Step	Current Hourly Rate	Annual Salary	2004_3%	DC Contr @ 6%	DB @ 12%	Contribution Delta	After Tax FICA	Hours ompensatio
PARK RANGER	403	3	$13.03	$21,689	$22,339.67	$1,301.34	$2,721.97	$1,420.63	$497.76	
POOL LIFEGUARD PT REGUL/	403	1	$11.82	$18,443	$18,996.29	$1,106.58	$2,314.60	$1,208.02	$423.27	
PARK RANGER	403	9	$17.47	$25,432	$26,194.96	$1,525.92	$3,191.72	$1,665.80	$583.66	
								$189,722.19	$66,475.18	
BUILDING INSPECTOR	810	5	$25.28	$52,573	$54,150.19	$3,154.38	$6,597.91	$3,443.53	$1,206.55	$4,040.87
CLERK TYPIST I	804	6	$12.75	$26,516	$27,311.48	$1,590.96	$3,327.76	$1,736.80	$608.54	$2,038.08
PERMIT CLERK	806	1	$11.94	$24,835	$25,580.05	$1,490.10	$3,116.79	$1,626.69	$569.96	$1,908.87
POLICE SERVICE AIDE (SP AS	808	1	$13.99	$29,098	$29,970.94	$1,745.88	$3,651.80	$1,905.92	$667.80	$2,236.53
PERMIT CLERK	806	5	$14.51	$30,187	$31,092.61	$1,811.22	$3,788.47	$1,977.25	$692.79	$2,320.24
BUILDING INSPECTOR	810	7	$27.87	$57,961	$59,699.83	$3,477.66	$7,274.11	$3,796.45	$1,330.20	$4,455.00
POLICE SERVICE AIDE	807	7	$16.82	$34,982	$36,031.46	$2,098.92	$4,390.24	$2,291.32	$802.84	$2,688.79
BUILDING INSPECTOR	810	7	$27.87	$57,961	$59,699.83	$3,477.66	$7,274.11	$3,796.45	$1,330.20	$4,455.00
POLICE SERVICE AIDE (SP AS	808	3	$15.42	$32,080	$33,042.40	$1,924.80	$4,026.04	$2,101.24	$736.24	$2,465.74
POLICE SERVICE AIDE	807	7	$16.82	$34,982	$36,031.46	$2,098.92	$4,390.24	$2,291.32	$802.84	$2,688.79
CLERK TYPIST I	804	1	$9.99	$20,776	$21,399.28	$1,246.56	$2,607.39	$1,360.83	$476.81	$1,596.89
POLICE SERVICE AIDE (SP AS	808	1	$13.99	$29,098	$29,970.94	$1,745.88	$3,651.80	$1,905.92	$667.80	$2,236.53
POLICE SERVICE AIDE (SP AS	808	2	$14.69	$30,553	$31,469.59	$1,833.18	$3,834.40	$2,001.22	$701.19	$2,348.37
CLERK TYPIST I	804	1	$9.99	$15,582	$16,049.46	$934.92	$1,955.54	$1,020.62	$357.61	$1,197.67
POLICE SERVICE AIDE	807	2	$13.18	$27,409	$28,231.27	$1,644.54	$3,439.83	$1,795.29	$629.04	$2,106.71
POLICE SERVICE AIDE (SP AS	808	4	$16.19	$33,685	$34,695.55	$2,021.10	$4,227.47	$2,206.37	$773.07	$2,589.10
BUILDING PLANS EXAMINER	811	7	$30.07	$62,538	$64,414.14	$3,752.28	$7,848.52	$4,096.24	$1,435.25	$4,806.80
SECRETARY	807	2	$13.18	$27,409	$28,231.27	$1,644.54	$3,439.83	$1,795.29	$629.04	$2,106.71
BUILDING PLANS EXAMINER	811	7	$30.07	$62,538	$64,414.14	$3,752.28	$7,848.52	$4,096.24	$1,435.25	$4,806.80
POLICE SERVICE AIDE (SP AS	808	1	$13.99	$29,098	$29,970.94	$1,745.88	$3,651.80	$1,905.92	$667.80	$2,236.53
ELECTRICAL INSPECTOR	810	7	$27.87	$57,961	$59,699.83	$3,477.66	$7,274.11	$3,796.45	$1,330.20	$4,455.00
BUILDING INSPECTOR	810	1	$20.79	$43,252	$44,549.56	$2,595.12	$5,428.13	$2,833.01	$992.63	$3,324.44
CHIEF BUILDING INSPECTOR	812	7	$31.66	$65,852	$67,827.56	$3,951.12	$8,264.43	$4,313.31	$1,511.30	$5,061.52
POLICE SERVICE AIDE	807	7	$16.82	$34,982	$36,031.46	$2,098.92	$4,390.24	$2,291.32	$802.84	$2,688.79
POLICE SERVICE AIDE (SP AS	808	4	$16.19	$33,685	$34,695.55	$2,021.10	$4,227.47	$2,206.37	$773.07	$2,589.10
FINANCE CLERK I	807	5	$15.25	$15,865	$16,340.95	$951.90	$1,991.06	$1,039.16	$364.10	$1,219.42

Date: 12/23/04

WC & BC Integration in Non-Rep

Position Title	Grade	Step	Current Hourly Rate	Annual Salary	2004_3%	DC Contr @ 6%	DB @ 12%	Contribution Delta	After Tax FICA	Hours ompensatio
POLICE SERVICE AIDE (SP AS	808	7	$18.75	$38,994	$40,163.82	$2,339.64	$4,893.75	$2,554.11	$894.91	$2,997.16
BUILDING INSPECTOR	810	6	$26.54	$55,202	$56,858.06	$3,312.12	$6,927.85	$3,615.73	$1,266.89	$4,242.94
CLERK TYPIST II	805	2	$11.78	$24,497	$25,231.91	$1,469.82	$3,074.37	$1,604.55	$562.21	$1,882.89
POLICE SERVICE AIDE (SP AS	808	1	$13.99	$29,098	$29,970.94	$1,745.88	$3,651.80	$1,905.92	$667.80	$2,236.53
POLICE SERVICE AIDE (SP AS	808	4	$16.19	$33,685	$34,695.55	$2,021.10	$4,227.47	$2,206.37	$773.07	$2,589.10
POLICE SERVICE AIDE (SP AS	808	7	$18.75	$38,994	$40,163.82	$2,339.64	$4,893.75	$2,554.11	$894.91	$2,997.16
POLICE SERVICE AIDE (SP AS	808	7	$18.75	$38,994	$40,163.82	$2,339.64	$4,893.75	$2,554.11	$894.91	$2,997.16
BUILDING INSPECTOR	810	1	$20.79	$43,252	$44,549.56	$2,595.12	$5,428.13	$2,833.01	$992.63	$3,324.44
POLICE SERVICE AIDE	807	5	$15.25	$31,730	$32,681.90	$1,903.80	$3,982.12	$2,078.32	$728.20	$2,438.83
BUILDING PLANS EXAMINER	811	7	$30.07	$62,538	$64,414.14	$3,752.28	$7,848.52	$4,096.24	$1,435.25	$4,806.80
FIRE-RESCUE SERVICE AIDE	806	1	$11.94	$24,835	$25,580.05	$1,490.10	$3,116.79	$1,626.69	$569.96	$1,908.87
FINANCE CLERK I	807	1	$12.55	$26,104	$26,887.12	$1,566.24	$3,276.05	$1,709.81	$599.09	$2,006.41
CLERK CUST. RELAT. I	801	7	$16.00	$33,282	$34,280.46	$1,996.92	$4,176.89	$2,179.97	$763.82	$2,558.12
POLICE SERVICE AIDE (SP AS	808	1	$13.99	$29,098	$29,970.94	$1,745.88	$3,651.80	$1,905.92	$667.80	$2,236.53
CLERK TYPIST II	805	5	$13.63	$28,359	$29,209.77	$1,701.54	$3,559.05	$1,857.51	$650.84	$2,179.73
CLERK TYPIST II	805	7	$15.03	$31,266	$32,203.98	$1,875.96	$3,923.88	$2,047.92	$717.55	$2,403.17
CLERK TYPIST I	804	1	$9.99	$20,776	$21,399.28	$1,246.56	$2,607.39	$1,360.83	$476.81	$1,596.89
FINANCE CLERK I	807	7	$16.82	$34,982	$36,031.46	$2,098.92	$4,390.24	$2,291.32	$802.84	$2,688.79
MECHANICAL INSPECTOR	810	7	$27.87	$57,961	$59,699.83	$3,477.66	$7,274.11	$3,796.45	$1,330.20	$4,455.00
COMMUNITY AFFAIRS REP	808	1	$13.99	$14,549	$14,985.47	$872.94	$1,825.90	$952.96	$333.90	$1,118.27
POLICE SERVICE AIDE	807	7	$16.82	$34,982	$36,031.46	$2,098.92	$4,390.24	$2,291.32	$802.84	$2,688.79
CASHIER/RECEPTIONIST	800	7	$12.58	$26,161	$26,945.83	$1,569.66	$3,283.21	$1,713.55	$600.39	$2,010.79
BUILDING INSPECTOR	810	6	$26.54	$55,202	$56,858.06	$3,312.12	$6,927.85	$3,615.73	$1,266.89	$4,242.94
BUILDING PLANS EXAMINER	811	7	$30.07	$62,538	$64,414.14	$3,752.28	$7,848.52	$4,096.24	$1,435.25	$4,806.80
CLERK TYPIST I	804	4	$11.56	$24,051	$24,772.53	$1,443.06	$3,018.40	$1,575.34	$551.97	$1,848.61
CHIEF MECHANICAL INSPECT	812	6	$30.15	$62,716	$64,597.48	$3,762.96	$7,870.86	$4,107.90	$1,439.33	$4,820.48
PERMIT CLERK	806	4	$13.82	$28,750	$29,612.50	$1,725.00	$3,608.13	$1,883.13	$659.81	$2,209.79
POLICE SERVICE AIDE	807	5	$15.25	$31,730	$32,681.90	$1,903.80	$3,982.12	$2,078.32	$728.20	$2,438.83
BUILDING PLANS EXAMINER	811	6	$28.63	$44,670	$46,010.10	$2,680.20	$5,606.09	$2,925.89	$1,025.18	$3,433.43
BUILDING PLANS EXAMINER	811	7	$30.07	$62,538	$64,414.14	$3,752.28	$7,848.52	$4,096.24	$1,435.25	$4,806.80
POLICE SERVICE AIDE	807	7	$16.82	$34,982	$36,031.46	$2,098.92	$4,390.24	$2,291.32	$802.84	$2,688.79
CLERK TYPIST II	805	5	$13.63	$28,359	$29,209.77	$1,701.54	$3,559.05	$1,857.51	$650.84	$2,179.73
POLICE SERVICE AIDE (SP AS	808	5	$17.00	$35,369	$36,430.07	$2,122.14	$4,438.81	$2,316.67	$811.72	$2,718.54

Date: 12/23/04

WC & BC Integration in Non-Rep

Position Title	Grade	Step	Current Hourly Rate	Annual Salary	2004_3%	DC Contr @ 6%	DB @ 12%	Contribution Delta	After Tax FICA	Hours ompensatio
POLICE SERVICE AIDE (SP AS	808	4	$16.19	$33,685	$34,695.55	$2,021.10	$4,227.47	$2,206.37	$773.07	$2,589.10
PERMIT CLERK	806	6	$15.24	$31,697	$32,647.91	$1,901.82	$3,977.97	$2,076.15	$727.45	$2,436.30
FINANCE CLERK II	808	7	$18.75	$38,994	$40,163.82	$2,339.64	$4,893.75	$2,554.11	$894.91	$2,997.16
POLICE SERVICE AIDE (SP AS	808	7	$18.75	$38,994	$40,163.82	$2,339.64	$4,893.75	$2,554.11	$894.91	$2,997.16
CLERK TYPIST I	804	6	$12.75	$13,258	$13,655.74	$795.48	$1,663.88	$868.40	$304.27	$1,019.04
POLICE SERVICE AIDE (SP AS	808	6	$17.85	$37,137	$38,251.11	$2,228.22	$4,660.69	$2,432.47	$852.29	$2,854.43
BUILDING PLANS EXAMINER	811	7	$30.07	$62,538	$64,414.14	$3,752.28	$7,848.52	$4,096.24	$1,435.25	$4,806.80
POLICE SERVICE AIDE (SP AS	808	3	$15.42	$32,080	$33,042.40	$1,924.80	$4,026.04	$2,101.24	$736.24	$2,465.74
POLICE SERVICE AIDE (SP AS	808	3	$15.42	$32,080	$33,042.40	$1,924.80	$4,026.04	$2,101.24	$736.24	$2,465.74
BUILDING PLANS EXAMINER	811	4	$25.97	$54,023	$55,643.69	$3,241.38	$6,779.89	$3,538.51	$1,239.83	$4,152.32
PLUMBING INSPECTOR	810	1	$20.79	$43,252	$44,549.56	$2,595.12	$5,428.13	$2,833.01	$992.63	$3,324.44
POLICE SERVICE AIDE (SP AS	808	2	$14.69	$30,553	$31,469.59	$1,833.18	$3,834.40	$2,001.22	$701.19	$2,348.37
POLICE SERVICE AIDE (SP AS	808	3	$15.42	$32,080	$33,042.40	$1,924.80	$4,026.04	$2,101.24	$736.24	$2,465.74
POLICE SERVICE AIDE (SP AS	808	2	$14.69	$30,553	$31,469.59	$1,833.18	$3,834.40	$2,001.22	$701.19	$2,348.37
BUILDING PLANS EXAMINER	811	7	$30.07	$62,538	$64,414.14	$3,752.28	$7,848.52	$4,096.24	$1,435.25	$4,806.80
PERMIT CLERK	806	4	$13.82	$21,562	$22,208.86	$1,293.72	$2,706.03	$1,412.31	$494.85	$1,657.30
PERMIT CLERK	806	2	$12.54	$26,077	$26,859.31	$1,564.62	$3,272.66	$1,708.04	$598.47	$2,004.33
FINANCE CLERK I	807	4	$14.53	$30,219	$31,125.57	$1,813.14	$3,792.48	$1,979.34	$693.53	$2,322.70
CASHIER/RECEPTIONIST	800	5	$11.41	$23,728	$24,439.84	$1,423.68	$2,977.86	$1,554.18	$544.56	$1,823.78
CHIEF PLUMBING INSPECTOF	812	7	$31.66	$65,852	$67,827.56	$3,951.12	$8,264.43	$4,313.31	$1,511.30	$5,061.52
PERMIT CLERK	806	7	$16.00	$33,281	$34,279.43	$1,996.86	$4,176.77	$2,179.91	$763.80	$2,558.05
POLICE SERVICE AIDE (SP AS	808	6	$17.85	$37,137	$38,251.11	$2,228.22	$4,660.69	$2,432.47	$852.29	$2,854.43
SECRETARY	807	1	$12.55	$26,104	$26,887.12	$1,566.24	$3,276.05	$1,709.81	$599.09	$2,006.41
POLICE SERVICE AIDE (SP AS	808	4	$16.19	$33,685	$34,695.55	$2,021.10	$4,227.47	$2,206.37	$773.07	$2,589.10
BUILDING INSPECTOR	810	7	$27.87	$57,961	$59,699.83	$3,477.66	$7,274.11	$3,796.45	$1,330.20	$4,455.00
CHIEF ELECTRICAL INS	812	7	$31.66	$65,852	$67,827.56	$3,951.12	$8,264.43	$4,313.31	$1,511.30	$5,061.52
POLICE SERVICE AIDE	807	4	$14.53	$30,219	$31,125.57	$1,813.14	$3,792.48	$1,979.34	$693.53	$2,322.70
SECRETARY	807	7	$16.82	$34,982	$36,031.46	$2,098.92	$4,390.24	$2,291.32	$802.84	$2,688.79
POLICE SERVICE AIDE (SP AS	808	3	$15.42	$32,080	$33,042.40	$1,924.80	$4,026.04	$2,101.24	$736.24	$2,465.74
POLICE SERVICE AIDE (SP AS	808	7	$18.75	$38,994	$40,163.82	$2,339.64	$4,893.75	$2,554.11	$894.91	$2,997.16
CLERK TYPIST II	805	2	$11.78	$24,497	$25,231.91	$1,469.82	$3,074.37	$1,604.55	$562.21	$1,882.89
ELECTRICAL INSPECTOR	810	7	$27.87	$57,961	$59,699.83	$3,477.66	$7,274.11	$3,796.45	$1,330.20	$4,455.00
POLICE SERVICE AIDE (SP AS	808	4	$16.19	$33,685	$34,695.55	$2,021.10	$4,227.47	$2,206.37	$773.07	$2,589.10

Date: 12/23/04

WC & BC Integration in Non-Rep

Position Title	Grade	Step	Current Hourly Rate	Annual Salary	2004_3%	DC Contr @ 6%	DB @ 12%	Contribution Delta	After Tax FICA	Hours ompensatio
PERMIT CLERK	806	5	$14.51	$30,187	$31,092.61	$1,811.22	$3,788.47	$1,977.25	$692.79	$2,320.24
CLERK TYPIST I	804	3	$11.01	$22,906	$23,593.18	$1,374.36	$2,874.70	$1,500.34	$525.69	$1,760.60
POLICE SERVICE AIDE (SP AS	808	2	$14.69	$30,553	$31,469.59	$1,833.18	$3,834.40	$2,001.22	$701.19	$2,348.37
POLICE SERVICE AIDE	807	7	$16.82	$34,982	$36,031.46	$2,098.92	$4,390.24	$2,291.32	$802.84	$2,688.79
POLICE SERVICE AIDE	807	3	$13.84	$28,780	$29,643.40	$1,726.80	$3,611.89	$1,885.09	$660.50	$2,212.09
PERMIT EXAMINER	807	7	$16.82	$34,982	$36,031.46	$2,098.92	$4,390.24	$2,291.32	$802.84	$2,688.79
CLERK TYPIST I	804	5	$12.14	$25,254	$26,011.62	$1,515.24	$3,169.38	$1,654.14	$579.58	$1,941.08
FINANCE CLERK I	807	4	$14.53	$30,219	$31,125.57	$1,813.14	$3,792.48	$1,979.34	$693.53	$2,322.70
CLERK TYPIST II	805	7	$15.03	$31,266	$32,203.98	$1,875.96	$3,923.88	$2,047.92	$717.55	$2,403.17
POLICE SERVICE AIDE	807	4	$14.53	$30,219	$31,125.57	$1,813.14	$3,792.48	$1,979.34	$693.53	$2,322.70
POLICE SERVICE AIDE (SP AS	808	4	$16.19	$33,685	$34,695.55	$2,021.10	$4,227.47	$2,206.37	$773.07	$2,589.10
POLICE SERVICE AIDE (SP AS	808	7	$18.75	$38,994	$40,163.82	$2,339.64	$4,893.75	$2,554.11	$894.91	$2,997.16
FINANCE CLERK II	808	7	$18.75	$38,994	$40,163.82	$2,339.64	$4,893.75	$2,554.11	$894.91	$2,997.16
								$252,834.00	$88,588.40	$296,692.39
								$442,556.19	$155,063.58	$296,692.39

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