

Attached is the staff list with their hourly and annual rates. Except for the 2 temporary employees who do not have any benefits, the City computes the fringe benefits at approximately 28% which represents the following:

- Retirement = 12.01% (employer cost)
- Retirement = 5% (employee cost)
- Group Life Insurance = 1.31% (employee & employer cost)
- Health Insurance = 7% (employer cost)

The salaries noted in the spreadsheet includes the 10% pay reduction. To restore the pay reduction, you will need to compute the current annual rate by approximately 11.1% to restore the prior salary amount.

The vacation accrual is based on years of service –

- (1) Annual leave will be calculated at the end of each pay period (24 pay periods) in accordance with the following schedule:

<u>Continuous Service</u>	<u>Calculate</u>	<u>Maximum</u>
Less than 5 complete years	4 hours bi-weekly	192 hours
5 - 9 complete years	5 hours bi-weekly	240 hours
10 - 19 complete years	6 hours bi-weekly	288 hours
More than 20 complete years	7 hours bi-weekly	336 hours

The sick leave accrual rate is 96 hours/year (4 hours per pay – 24 pays).