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Annual Increase	<p>2010 - 3.25%</p> <p>2011 - 3.25%</p>	<p>Jan 1 2010 - 2% July 1 2010 - 2%</p> <p>2011 - In Negotiation</p>	<p>2010 - 1%</p> <p>2011 - 3%</p>	<p>2010 - 0%</p> <p>2011 - 1%</p>																																																								
Education Incentive	<p><u>Added to Annual Salary each year after 4 years of service</u></p> <p>Fire Science Cert.: \$500/year</p> <ul style="list-style-type: none"> ● Assoc. Degree: \$750/year ● Bachelors Degree: \$1,000/year ● EMT: \$350/year ● HazMat Tech: \$150/year ● First Aid Instructor: \$350/year 	<p><u>Added to Annual Salary each year after 4 years of service</u></p> <ul style="list-style-type: none"> ● \$500 Associates Degree ● \$1,000 Bachelors Degree 	<p>City reimburses 60% of cost for job-related courses up to \$700/year after 1 year of service; requires minimum of "C" grade and 2 years continued employment</p>	<p>City reimburses 60% of cost for job-related courses up to \$700/year after 1 year of service; requires minimum of "C" grade and 2 years continued employment</p>																																																								
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Clothing/Uniform Maintenance Allowance	<ul style="list-style-type: none"> Uniform: \$250/year Shoes: \$80/year 	<ul style="list-style-type: none"> Uniformed Officer: \$225/year Plain Clothes: \$575/year All: \$75 shoes 	No clothing allowance. Will reimburse up to \$100 if safety shoes are required by job.	None																		
Vacation	<table border="1"> <tr><td>14 days: 1 - 5 years of service</td></tr> <tr><td>15 days: 6 - 15 years of service</td></tr> <tr><td>20 days: 16 - 19 years of service</td></tr> <tr><td>23 days: 20+ years of service</td></tr> </table>	14 days: 1 - 5 years of service	15 days: 6 - 15 years of service	20 days: 16 - 19 years of service	23 days: 20+ years of service	<table border="1"> <tr><td>80 hrs. after 1 year of service</td></tr> <tr><td>120 hrs. after 5 years of service</td></tr> <tr><td>160 hrs. after 12 years of service</td></tr> <tr><td>200 hrs. after 18 years of service</td></tr> </table>	80 hrs. after 1 year of service	120 hrs. after 5 years of service	160 hrs. after 12 years of service	200 hrs. after 18 years of service	<table border="1"> <tr><td>5 days after 6 months</td></tr> <tr><td>11 days: 1 year of service</td></tr> <tr><td>16 days: 5 years of service</td></tr> <tr><td>21 days: 15 years of service</td></tr> <tr><td>26 days: 25 years of service</td></tr> </table>	5 days after 6 months	11 days: 1 year of service	16 days: 5 years of service	21 days: 15 years of service	26 days: 25 years of service	<table border="1"> <tr><td>5 days after 6 months</td></tr> <tr><td>11 days: 1 year of service</td></tr> <tr><td>16 days: 5 years of service</td></tr> <tr><td>21 days: 15 years of service</td></tr> <tr><td>26 days: 25 years of service</td></tr> </table>	5 days after 6 months	11 days: 1 year of service	16 days: 5 years of service	21 days: 15 years of service	26 days: 25 years of service
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Holidays	14 Bonus days/year: July 4th and Thanksgiving Day paid time and a half; Christmas Day paid at double time	17 days/year with time-and-a half pay for working on July 4th, Thanksgiving Day and/or Christmas Day	13 Holidays per year	13 Holidays per year																		
Sick Time	<ul style="list-style-type: none"> 21 working days/year 297 days of accrued carryover sick time At retirement or termination, receives \$20 per unused day up to maximum of 150 days 	<ul style="list-style-type: none"> For those hired prior to 08.08.08, unused sick time carried over to the next year cannot exceed: <table border="1"> <tr><td>300 days from 0-5 years</td></tr> <tr><td>400 days from 5-10 years</td></tr> <tr><td>500 days for 10+ years</td></tr> </table> Officers hired after 08.08.09 cannot exceed 297 days of accrued carryover sick time 21 working days/year After 20 years, any Police Officer upon retirement will receive \$10 per day unused, up to a maximum of 40% of total sick leave 	300 days from 0-5 years	400 days from 5-10 years	500 days for 10+ years	<ul style="list-style-type: none"> 144 hours/year 1,600 hours of accrued carryover sick time At retirement only, receives \$10/day up to 120 days 	<ul style="list-style-type: none"> 21 days/year Maximum accrual of 360 days Retirement at 62 years or older with 20 years service, employee receives \$10 per unused day up to maximum of 25% of days accrued. 															
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Health Insurance Policy	Annual Policy Premium Cost to City		Annual Policy Premium Cost to City		Annual Policy Premium Cost to City		Annual Policy Premium Cost to City	
	Employee Only	\$ 8,095	Employee Only	\$ 8,095	Employee Only	\$ 7,835	Employee Only	\$ 7,835
	Employee + Child/Children	\$13,062	Employee + Child/Children	\$13,062	Employee + Child/Children	\$12,640	Employee + Child/Children	\$12,640
	Employee + Spouse	\$15,400	Employee + Spouse	\$15,400	Employee + Spouse	\$14,902	Employee + Spouse	\$14,902
	Family	\$20,368	Family	\$20,368	Family	\$19,707	Family	\$19,707
Employee Contribution	Employee Contribution to Premium		Employee Contribution to Premium		Employee Contribution to Premium		Employee Contribution to Premium	
	Employee Only	.50% of FFIII* Base Salary	Employee Only	\$10.00 bi-weekly	Employee Only	.75% of Base Salary	Employee pays 4% to 9% of premium based on the employee's salary	
	Employee + Child/Children	.50% of FFIII* Base Salary	Employee + Child/Children	\$20.00 bi-weekly	Employee + Child/Children	1.25% of Base Salary		
	Employee + Spouse	.75% of FFIII* Base Salary	Employee + Spouse	\$15.00 bi-weekly	Employee + Spouse	1.50% of Base Salary		
	Family	1.00% of FFIII* Base Salary	Family	\$20.00 bi-weekly	Family	2.00% of Base Salary		
Employee Co-pays to Provider	Employee Co-Pays		Employee Co-Pays		Employee Co-Pays		Employee Co-Pays	
	Office Visit / Primary Care	\$10.00	Office Visit / Primary Care	\$10.00	Office Visit / Primary Care	\$10.00	Office Visit / Primary Care	\$10.00
	Office Visit / Specialist	\$15.00	Office Visit / Specialist	\$15.00	Office Visit / Specialist	\$15.00	Office Visit / Specialist	\$15.00
	Prescription Coverage		Prescription Coverage		Prescription Coverage		Prescription Coverage	
	Generic	\$10.00	Generic		Generic	\$10.00	Generic	\$10.00
	Brand - Preferred	\$20.00	Brand	\$10.00	Brand - Preferred	\$25.00	Brand - Preferred	\$25.00
	Brand - Non-Preferred	N/A	Mail Generic (3 months)	\$20.00	Brand - Non-Preferred	\$40.00	Brand - Non-Preferred	\$40.00
	Mail Generic (3 months)	\$30.00	Mail Brand (3 months)	\$30.00	Mail Generic (3 months)	\$25.00	Mail Generic (3 months)	\$25.00
	Mail Brand (3 months)	\$60.00		\$60.00	Mail Brand (3 months)	\$62.50	Mail Brand (3 months)	\$62.50
	Mail Non-Preferred (3 months)	N/A		N/A	Mail Non-Preferred (3 months)	\$100.00	Mail Non-Preferred (3 months)	\$100.00
Emergency Room	\$50.00	Emergency Room	\$50.00 max	Emergency Room	\$50.00	Emergency Room	\$50.00	

*2010 FF III Salary = \$56,136

City of Lancaster
2010 Average Total Compensation
(Salary + Longevity, Overtime, Medical Insurance and Pension Costs)

		Average Base Salary + Longevity	Average Overtime	Average Medical Insurance	PENSION 16.5% of Base Salary	TOTAL	
POLICE BUREAU	Chief	1	\$ 97,920	\$ -	\$ 16,000	\$ -	\$ 113,920
	Captain	3	\$ 91,379	\$ -	\$ 20,368	\$ 13,951	\$ 125,698
	Lieutenant	9	\$ 82,297	\$ 5,428	\$ 21,008	\$ 12,551	\$ 121,283
	Sergeant	25	\$ 70,493	\$ 4,230	\$ 17,715	\$ 10,202	\$ 102,639
	Detective	20	\$ 65,505	\$ 5,496	\$ 19,009	\$ 12,551	\$ 102,562
	Patrol Officer	87	\$ 57,819	\$ 4,162	\$ 19,185	\$ 8,067	\$ 89,232

145 Officers
Each 1% salary increase = \$145,000

		Average Base Salary + Longevity	Average Overtime	Average Medical Insurance	PENSION 18.1% of Base Salary	TOTAL	
FIRE BUREAU	Chief	1	\$ 90,451	\$ -	\$ 14,902	\$ 14,883	\$ 120,236
	Deputy Chief	1	\$ 83,361	\$ -	\$ 8,094	\$ 15,088	\$ 106,543
	Battalion Chief	4	\$ 77,187	\$ 3,025	\$ 19,126	\$ 12,701	\$ 112,039
	Captain	4	\$ 74,099	\$ 4,667	\$ 17,884	\$ 12,193	\$ 108,843
	Fire Marshall	1	\$ 74,099	\$ 2,221	\$ 15,400	\$ 12,193	\$ 103,913
	Ass't. Fire Marshall	2	\$ 69,777	\$ 4,274	\$ 21,932	\$ 11,492	\$ 107,474
	Lieutenant	16	\$ 66,322	\$ 2,941	\$ 16,971	\$ 11,177	\$ 97,411
	Maintenance Officer	1	\$ 69,777	\$ 110	\$ 15,400	\$ 11,492	\$ 96,779
	Driver/Operator	20	\$ 62,041	\$ 1,303	\$ 18,630	\$ 10,413	\$ 92,386
	Firefighter	28	\$ 56,594	\$ 983	\$ 19,900	\$ 8,637	\$ 86,115

78 Firefighters
Each 1% salary increase = \$50,000

		Average Base Salary + Longevity	Average Overtime	Average Medical Insurance	PENSION	TOTAL	
AFSCME	Admin. Services	12	\$ 32,703	\$ -	\$ 13,371	\$ 1,308	\$ 47,382
	EDNR	19	\$ 35,414	\$ 23	\$ 13,537	\$ 1,417	\$ 50,391
	Public Works	153	\$ 35,493	\$ 1,767	\$ 13,464	\$ 1,420	\$ 52,144
	Police	44	\$ 32,945	\$ 720	\$ 11,894	\$ 1,318	\$ 46,877
	Fire	1	\$ 34,458	\$ -	\$ 14,902	\$ 1,378	\$ 50,738

229 employees
Each 1% salary increase = \$73,000

		Average Base Salary + Longevity	Average Overtime	Average Medical Insurance	PENSION	TOTAL	
NON-UNION	Mayor's Office	4	\$ 58,151	\$ -	\$ 8,844	\$ 2,326	\$ 69,321
	Admin. Services	16	\$ 54,413	\$ 6	\$ 13,471	\$ 2,177	\$ 70,066
	EDNR	13	\$ 55,877	\$ 16	\$ 14,380	\$ 2,235	\$ 72,508
	Public Works	46	\$ 51,949	\$ 1,211	\$ 14,120	\$ 2,078	\$ 69,359
	Police	3	\$ 46,710	\$ 1,371	\$ 10,190	\$ 1,868	\$ 60,139
	Fire	1	\$ 44,878	\$ -	\$ 7,835	\$ 1,795	\$ 54,508

83 Employees
Each 1% salary increase = \$37,000