

Comparison of Benefits Police Chief Jonathan Shaw				
	Current	Proposed	Change	Notes
a) Salary	\$ 145,946	\$ 145,946	No Change	NA
b) Reimbursements	Out of pocket expenses associated with job responsibilities	Out of pocket expenses associated with job responsibilities	No Change	NA
c) Health Insurance	Health Benefits as provided to non-bargaining employees	Health Benefits as provided to non-bargaining employees	No Change	NA
d) Retirement	FRS- Special Risk	FRS- Special Risk	No Change	NA
e) Holidays	Paid holidays same as City managerial employees	Paid holidays same as City managerial employees	No Change	NA
f) Accumulated Leave				
1. Vacation Accumulation	200 hours	200 hours	No Change	NA
2. Vacation Annual Cap	660 hours	660 hours	No Change	NA
3. Vacation payout of amount in excess of annual cap at end of Fiscal Year	No	Yes	Amount in excess of 660 hours at end of FY will be paid out to employee at employees rate for that year.	In lieu of a use it or lose it policy.
4. Vacation payout at termination	100% of accumulated balance	100% of accumulated balance	No Change	NA
5. Sick Accumulation	96 hours	96 hours	No Change	NA
6. Sick payout at termination	60% payout up to 2,080 hours	100% payout up to 2,080 hours	Increase payout conversion from 60% to 100%	NA
Severance Pay	0	8 weeks	8 weeks	Former Police Chief- 20 weeks severance pay

Cash value of payouts as of 02/13/19				
	Existing Benefit	Proposed Benefit	Change	
Vacation Hours 660	\$ 46,310	\$ 46,310	\$ -	
Sick Hours 1,485.82	\$ 62,553	\$ 104,255	\$ 41,702	

Amount is gross salary and does not include cost for retirement or taxes.