

Comparison of Benefits Assitant City Manager Cale Curtis				
	Current	Proposed	Change	Notes
a) Salary	\$ 129,779	\$ 129,779	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- Senior Management	FRS- Senior Management	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	80 hours	200 hours	Request for additional 120 hours annually.	Cale was receiving 200 hours annually from former employer. Average from responding cities 187 hours
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	With 6 years of service- 60% payout up to 2,080 hours	100% payout up to 2,080 hours	Request for 100%. Eliminate years of service requisite. No change to cap	Average from responding cities if 55% (depending on years of service)
g) Vehicle Stipend	\$ -	\$300/month	Request for \$300/month stipend	Average from responding cities is \$450/month
Severance Pay	-	8 weeks	8 weeks	NA

Cash value of payouts as of 02/13/19				
	Existing Benefit	Proposed Benefit	Change	
Vacation Hours 11.78/200	\$ 735	\$ 12,479	\$ 11,744	
Sick Hours 47.78/96	\$ -	\$ 5,990	\$ 5,990	

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