

## 2017 Benefit Enhancements

<b>BENEFIT TYPE</b>	<b>PRIOR</b>	<b>CHANGES (effective October 2017)</b>
Annual Leave Accruals	12 days during first year and 15-29 days per year during subsequent years depending on years of service.	15 days during first year and 19-31 days per year during subsequent years depending on years of service. <i>(same as IAFF)</i>
Annual Leave Cap	300 hours (if eligible to retire, cap does not apply)	400 hours (if eligible to retire, cap does not apply)
Sale of Annual Leave	60 hours	120 hours and 160 hours during last fiscal year of employment. <i>(same as IAFF)</i>
Cellular Telephone	City issued phone and if employee was to use it for personal use, employee paid \$20 per month.	Prior option or a \$100 monthly stipend in lieu of a City issued telephone. <i>(current benefit, employees issued city issued phone - no stipend and no personal usage)</i>
Annual Health Screening	None	Annual medical screenings <i>(same as FOP and IAFF)</i>
Floating Holidays	3 days per fiscal year	5 days per fiscal year
Post Employee Health Plan (PEHP)	\$950 annually	\$1,200 annually
Sick Leave Transfer into PEHP upon retirement or death	No rollover – instead paid out to employee upon retirement.	Rolled over to PEHP <i>(currently, no longer rolled over - instead paid to employee)</i>
Excess Sick Leave Bank Monies	Value of excess sick leave hours are converted into monetary amounts and kept in an excel spreadsheet by Finance (paid out upon retirement or death).	One time option to cash out current balance in excess sick leave bank within 30 days after employee reaches eligibility. Any remaining balance in excess sick leave bank to be rolled over into PEHP, and going forward all sick leave in excess of cap to rollover to PEHP.
Tuition Reimbursement	Up to \$6,000 per year for degree seeking accredited educational program	Up to \$6,000 per year for degree seeking accredited education program, for job related professional certifications, and/or professional job-related certificate programs.
Monthly Vehicle Allowance	\$225 Assistant Directors & \$450 Directors.	\$300 Assistant Directors, \$500 Directors & \$650 special operational assignments.