

Summary of Benefits and Variable Pay

MRA Compensation & Benefits Survey

Health Insurance Premiums – Family Coverage

- COF – employer pays 80% / employee pays 20% of \$24,929 family premium
- Regional Average – employer pays 92% and employee pays 14% of \$23,319 average family premium

	COF \$	COF %	Regional Low \$	Regional Low %	Regional High \$	Regional High %	Regional Average \$	Regional Average %
Total Premium Cost	\$24,929		\$12,284		\$47,645		\$27,113	
Employer Cost	\$19,943	80%	\$10,342	75%	\$39,783	100%	\$23,319	92%
Employee Cost	\$4,986	20%	\$1,460	0%	\$7,861	25%	\$3,794	14%

Benefits – Police Pension Analysis

(Percentage of Base Salary)

Police – Pension Contributions	COF %	Regional Low %	Regional High %	Regional Average %
Employer Cost	14.2%	8%	24.67%	16.65%
Employee Cost	10%	1.78%	17.7%	9.92%

Benefits – Fire Pension Analysis

(Percentage of Base Salary)

Fire – Pension Contributions	COF %	Regional Low %	Regional High %	Regional Average %
Employer Cost	14.2%	8%	24.67%	16.65%
Employee Cost	10.4%	1.78%	17.7%	9.79%

Variable Pay - Police

- **Shift Differential**

- COF – No shift differential

- Regional Cities

- Evening – 1.5%; \$80 flat rate; \$.40 to \$1.00 per hour (5 cities)
 - Night – 6.5%; \$160 flat rate; \$.40 to \$1.96 per hour (7 cities)
 - Weekend - \$.75 per hour (1 city)
 - Alternating - \$80 flat rate (1 city)

- **Standby/On-Call**

- COF – 1 hour at 1.5x regular rate on scheduled days
2 hours at 1.5x regular rate on non-scheduled

- Regional Cities

- Regular Rate – 3 hours minimum(1 city)
 - 1.5x regular rate (1 city)
 - 1.5x Regular Rate - 3 hours minimum (1city)
 - \$1.66 per hour (1 city)
 - Regular Rate (1 city)
 - Regular Rate – 1 hour minimum (1 city)
 - \$1.37 per hour (1 city)
 - Regular Rate – 2 hours minimum for court duty only (1 city)

- **Holiday Pay**

- COF – Regular Rate

- Regional Cities

- Regular Rate (6 cities)
 - 1.5x regular rate (4 city)
 - 2x regular rate (1city)

Variable Pay - Fire

- **Shift Differential**

- COF – Fire Driver .50 per hour; Fire Captain \$1.00 per hour; Fire Battalion Chief \$1.50 per hour

Regional Cities

- Evening – 5% (1 city)
- Night – 5%; \$1.50 (3 cities)
- Weekend – 5% (1 city)
- Alternating – 5% (1 city)

- **Standby/On-Call**

- COF – 1 hour at 1.5x regular rate on scheduled days
2 hours at 1.5x regular rate on non-scheduled

Regional Cities

- Regular Rate (1 city)
- 1.5x regular rate – 2.5 hour minimum (1 city)
- \$40 per day
- \$3.00 per hour (1 city)
- Regular Rate – 2 hours minimum for court duty only (1 city)

- **Holiday Pay**

- COF – Regular Rate

Regional Cities

- Regular Rate (5 cities)
- \$4.61 per hour (1 city)
- 1.5x regular rate (4 city)
 - 1.63x regular rate (1city)