

Appendix C

2012 Personnel Benefit Assumptions

Total benefit costs include benefit percentage of salary plus flat medical rate.

Employee Group	Health Benefits ¹		Retirement: Pers/Other	Leave Cashout	Soc. Sec. Medicare Unemp. ⁴
	Yearly Budget	Monthly Budget			
² AMEA	\$21,217	\$1,768	22.00%	2.40%	7.85%
Operating Engineers	\$15,228	\$1,269	18.00% ⁵	1.10%	7.85%
² Non-represented and Execs	\$21,217	\$1,768	22.00%	1.00%	7.85%
IAFF (Fire) F40	\$25,517	\$2,126	22.00%	5.00%	7.85%
IAFF (Fire) F56	\$25,517	\$2,126	22.00%	7.70%	7.85%
IAFF (Fire) Dispatch	\$25,517	\$2,126	22.00%	2.00%	7.85%
² IBEW/Electrical	\$18,370	\$1,531	20.00% ⁵	3.70%	7.85%
² IBEW/Mechanics	\$20,409	\$1,701	22.00% ⁵	1.00%	7.85%
² Local 71 (Laborers)	\$17,478	\$1,457	22.00%	2.00%	7.85%
APDEA (Police) Sworn	\$25,476	\$2,123	24.00% ³	1.00%	7.85%
APDEA (Police) Non-Sworn	\$25,143	\$2,095	24.00% ³	1.00%	7.85%
Plumbers	\$21,206	\$1,767	22.00%	4.00%	7.85%
Teamsters	\$19,894	\$1,658	22.00%	1.00%	7.85%
Assembly Members	\$6,264	\$522	22.00%	0.00%	7.85%

¹ Health Benefits may include: Medical, Dental, Vision, Life, Long Term Disability and Employee Assistance Program

² Seasonal Employees do not receive Medical or Retirement (with exception of IBEW seasonal employees receive medical only)

³ Police retirement includes 2% to represent the unions 401K program

⁴ Social Security @ 6.2%, Medicare @ 1.45% and Unemployment @ 0.02%. Some Police and Fire employees do not pay Social Security.

⁵ IBEW and Operating Engineers do not participate in PERS, amounts include Pension Plan, Legal Trust, Money Purchase, Hardship fund, Joint Apprenticeship, and Union Training where applicable. Employees are eligible to participate in MOA 401K and 457 savings plan

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