SALARY AND BENEFITS COMPENSATION COMPARISON COMMITTEE

A G E N D A

December 6, 2011 - 6:00 P.M. - City Hall Conference Room - City Hall - City of Dover

AGENDA ADDITIONS/DELETIONS

1. Presentation of Findings by Groups

2. Discussion - Benefit Comparisons

3. Discussion - Future Meeting Dates

4. Adjournment

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THE AGENDA ITEMS AS LISTED MAY NOT BE CONSIDERED IN SEQUENCE. THIS AGENDA IS SUBJECT TO CHANGE TO INCLUDE THE ADDITION OR THE DELETION OF ITEMS, INCLUDING EXECUTIVE SESSIONS.

City of Dover
Finance Department
Pay Plan & Benefit Comparisons

Revised 10/21/11

	Non - Bargaining	FOP	IUE	IBEW
Contract Wage Increases:				
7/1/2007 - 6/30/08 (FY08)	PFP Scale 2.0% - 6.5	3.50%	3.50%	3.00%
7/1/2008 - 6/30/09 (FY09)	3.5%, 3.66%, or 4.0%	4.00%	3.50%	3.50%
7/1/2009 - 6/30/10 (FY10)	3.5	3.50%	3.50%	4.00%
7/1/2010 - 6/30/11 (FY11)	PFP Scale 0% to 4.7'	3.00%	8/15/2010 --3.0%	3% eff. 1/25/11 plus $50
7/1/2011 - 6/30/12 (FY12)	0.0% Proposed	0.0% Proposed	2.00%	2.00%
Career Development - training based or years of service	Yes	Yes	Yes (Not all positions)	Yes (Not all positions)
% Between Steps	PFP %'s	8% - 2% declining	3%	3% - 4%
% Between Ranks/Grades	5%	4% - 11%	4% - 5%	5% - 19%
Lowest Hourly Rate FY2011 (Hourly/Annual)	$10.66/$22,172.80	$21.68/$45,094.40	$10.33/$21,486.40	$15.31/$31,844.80
Highest Hourly Rate FY2011 (Hourly/Annual)	$60.35/$125,528.00	$47.00/$97,760.00	$30.50/$63,440.00	$33.68/$70,054.44
Average Actual Hourly Rate FY2011 (Hourly/Annual)	$26.08/$54,246.40	$31.87/$66,289.60	$18.03/$37,502.40	$27.52/$57,241.60
Stand By or On Call Pay	N/A	7 hrs reg time	7 hrs reg time	7 hrs reg time
Court Pay - unscheduled overtime		2 - 3 hrs		
Extra Duty Pay at 1 1/2 Salary minimum 3 hrs per assignm		OT min 3 hrs		
Furloughs		No Furloughs FY 11/	No Furloughs FY11/12	
Holidays - (IBEW in lieu of Personal Days)	11 or 6	11	11	6
Personal Days - (IBEW & IBEW Management in lieu of Holi	0 or 6	0	0	6
Vacation Time - Days				
0-6 months	6	6	6	10
6 months to 8 years	15	15	15	15
8 to 15 years	21	21	21	21
15 to 20 years	24	24	24	24
20 years and over	27	27	27	27
Maximum Accruals	Yes	Yes	Yes	Yes
			Eff. 1/31/10 same as IBE\	
Vacation Sell Back				
Maximum hours	80	80	80	80

Increments	40 hr increments	any amt up to 40 than 20 hr increments	40 hr increments	40 hr increments
Sick Leave - Days per Year	12	12	12	11
Maximum Accrual	No	180	No	150
Day Paid Out Upon Retirement - 20 years	130	130	130	130
Days Paid Out Upon Retirement - 25 years	150	150	150	150
Terminal leave sick payments hired after effective date	100 (eff 7/1/04)	100 (eff 4/21/04)	100 (eff 7/1/04)	
Prorated for 21 -24 years if hired prior to effective date	134-146 (eff 7/1/04)	134-146 (eff 4/21/04)		
Disability Plan	Yes	Yes	Yes	Yes
Attendance Bonus - Days	0 or 1 - 2	0	0	1 - 2
Health Care - Active				
Employee Premium - Employer Contribution	100%	100%	100%	100%
Dependent Premium - Employer Contribution	75%	75%	75%	75%
Retiree Health Care - Normal Retirement				
Retiree	100%	100%	100%	100%
Retiree - Dependent Care	75%	75%	75%	
Retiree Dependent Care (Hire date prior to 7/1/86)				75%
Retiree Dependent Care (Hire date after 7/1/86)				0%
Retiree Health Care - Early Retirement				
Retiree - with unreduced pension				100%
Retiree - with reduced pension				0%
Retiree - Hired before 7/1/94	100%		100%	
Retiree - Dependent Care - Hired before 7/1/94	75%		75%	
Retiree - Hired after 7/1/94	100%		0%	
Retiree - Dependent Care - Hired after 7/1/94	75%		0%	
Medicare B Premium Reimbursement	No new hires 7/28/09	Retire before 9/30/06	Retire before 1/31/10	Retire before 7/1/09
Shift Differential per hour	No	$.75/hr & $1.10/hr	$.75/hr & $.75/hr	$1.10
Safety Shoes	Yes	$175	$75 & $125	$150
Uniforms Paid by the Employer	No	Yes	Yes	Yes
Clothing Allowance	No	$750	$150/Comm Oper & Ins	No
Contract Cleaning	No	10 articles/two wks	Uniforms cleaned	Uniforms cleaned
Educational Assistance Program	Yes	Yes	Yes	Yes

Education Incentive Program	No	$550 - $1,250	No	No
Physical Fitness Bonus	No	$75 & $150	No	No
SORT Pay	No	$50 per month	No	No
Field Training Officer	No	$1/hr worked as FTO	No	No
Provision to provide recommendations for promotions	No	No	Can Submit up to 5 pay grade/job title requests for budget	No