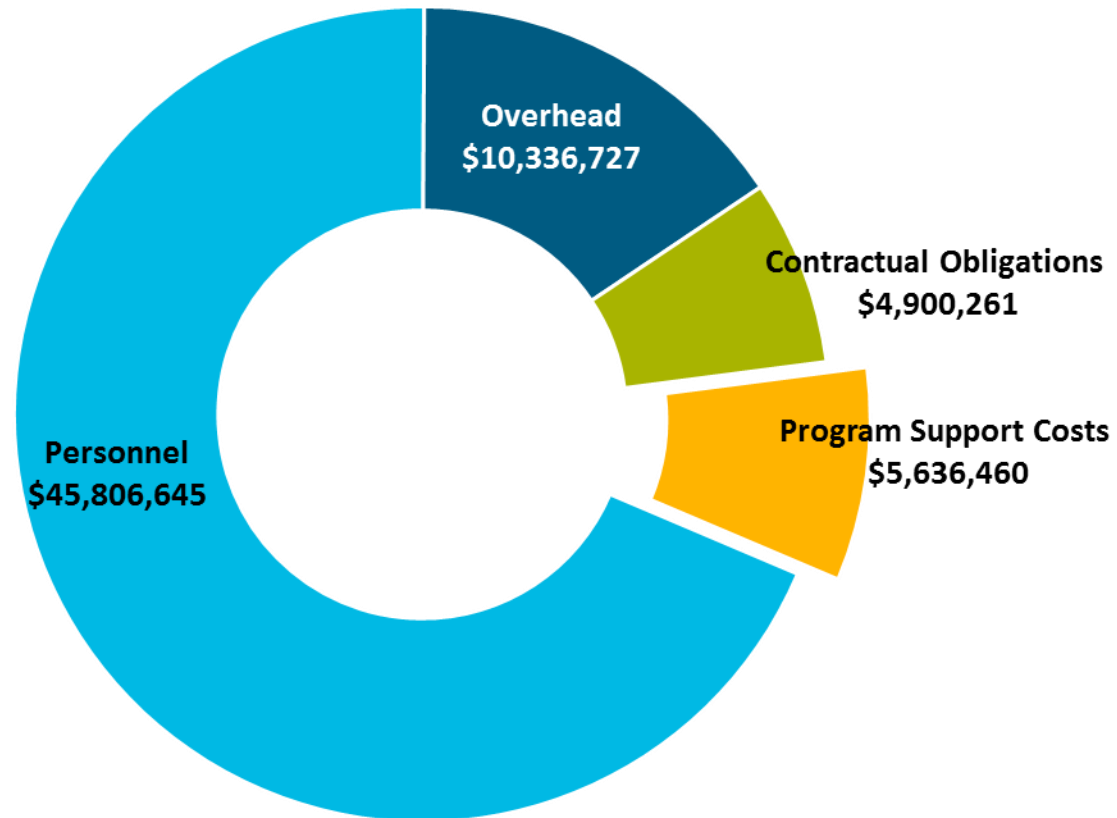


Human Resources for the City of Lee's Summit

Overview of Employee
Pay and Benefits

FY18 General Fund Operating Expenditures

Original Adopted Budget



Benefits Offered

- Health Insurance
- Dental Insurance
- Vision Insurance
- Short Term Disability
- Long Term Disability
- Fully Funded Retirement
- Optional 403(b) Investment Opportunity
- Vacation and Sick Leave
- Life Insurance (Annual Salary)
- Tuition Reimbursement
- Training

MONTHLY INSURANCE PREMIUMS EFFECTIVE JANUARY 1, 2018 – December 31, 2018					
Plan	Level of Coverage	Total Premium	City Pays	Employee Pays	Approx.% City pays
Blue Saver with Health Savings Account (HSA)					
	Individual (City contributes \$52.93 to employee's HSA per month)	\$654.38	\$707.31	\$0.00	108%
	Employee Plus Spouse or Child(ren)	\$1,439.88	\$1,245.58	\$194.30	87%
	Family	\$1,671.49	\$1,445.92	\$225.57	87%
Preferred-Care Blue - \$500 deductible					
	Individual	\$707.31	\$707.31	\$0.00	100%
	Employee Plus Spouse or Child(ren)	\$1,556.97	\$1,245.58	\$311.39	80%
	Family	\$1,807.40	\$1,445.92	\$361.48	80%
Preferred-Care Blue Choice - \$0 deductible					
	Individual	\$790.48	\$707.31	\$83.17	90%
	Employee Plus Spouse or Child(ren)	\$1,728.70	\$1,245.58	\$483.12	72%
	Family	\$2,006.69	\$1,445.92	\$560.77	72%
Blue Cross Dental					
	Individual	\$35.17	\$35.17	\$0.00	100%
	Family	\$88.50	\$70.80	\$17.70	83%
VSP Vision					
	Individual	\$6.34	\$6.34	\$0.00	100%
	Family	\$15.05	\$12.04	\$3.01	80%

- Fully paid life insurance for employee (one year annual salary, \$100,000 maximum) and dependents (\$3,000)
- Fully paid short-term and long-term disability insurance which pays 60% of employee's salary
- Fully paid retirement plan - Missouri Local Government Employees' Retirement System
- Paid vacation:
 - 2 weeks per year (1 week at 6 months)
 - 3.6 weeks after ten years
 - 4.6 weeks after twenty years
 - 3 weeks after five years
 - 4 weeks after fifteen years
 - 5 weeks after twenty-five years
- Paid sick leave – 12 days earned per year
- Paid personal leave - 2 days per year
- Paid Holidays:

New Year's Day	Fourth of July	Christmas Day
Martin Luther King's Birthday	Labor Day	Day before or after Christmas
Washington's Birthday	Thanksgiving Day	(As selected by the City)
Memorial Day	Day after Thanksgiving	
- Educational assistance for job related college course work
- Employee assistance plan offering free short-term counseling, legal and financial referrals for employees & dependents
- Supplemental accident, critical illness, and universal life events with long-term care insurance available for employee purchase through payroll deductions
- Deferred Compensation Plans
- Flexible spending accounts for health and dependent care expenses
- Employee fitness center memberships partially reimbursed by the City

The City retains the right to modify its benefits package periodically as necessary. This summary does not represent a contractual agreement.

Employee Projection Assumptions

- No promotions
- 2% pay increase each year
- Use 25% of available sick and vacation leave prior to retirement
- Family health insurance coverage
- No Overtime
- Retirement monthly benefit calculated based upon current LAGERS participation plan L-6, 5 Year Final Average Salary) No lump sum option elected
- No additional benefits utilized or considered (tuition reimbursement, etc.)
- Employer required payments (FICA, Medicare, Worker's Compensation, etc.) not included
- Pay ranges adjust accordingly with inflation

Fire Department – Sworn Employee

- **First Year Employee** (25 years old; married, family coverage)
 - Beginning Rate of Pay: \$14.9816/hour **(\$43,626.54/year)***
 - Employer Paid Benefits: \$22,344.93 per year
 - Health/Dental/Vision Insurance (17,580.12)
 - Pension Contribution (\$4,357.16)
 - Short Term Disability Contribution (\$49.92)
 - Long Term Disability Contribution (\$226.85)
 - Life Insurance Contribution (\$130.88)

Total Compensation Package Year One
\$65,971.47

*Includes \$6,000.00 stipend for Paramedic Certification

Fire Department – Sworn Employee

- Same Employee, age 35 (10 Years Service)
 - Rate of Pay: \$17.9044/hour (**\$52,137.61/year**)
 - Employer Paid Benefits*:\$23,479.88 per year
 - Health/Dental/Vision Insurance (17,580.12)
 - Pension Contribution (\$5,422.31)
 - Short Term Disability Contribution (\$49.92)
 - Long Term Disability Contribution (\$271.12)
 - Life Insurance Contribution (\$156.41)

Total Compensation Package Year Ten
\$75,617.49

*Assuming 2018 Costs and Ratios

Fire Department – Sworn Employee

Final Payout and Pension Benefit

- Same Employee, age 55 (public safety retirement)
 - Rate of Pay (30 years at 2% per year): \$26.6050
(\$77,473.76/year)
 - Sick Leave Payout (75% of maximum accrual)
1,620 hours* @ \$26.6050: **\$20,113.38**
 - Vacation Payout (75% of maximum accrual) 234
hours @ \$26.6050: **\$6,225.57**
 - LAGERS Monthly Benefit: **\$3,724.80/month**

*Conversion Calculation Applied



Police Department – Sworn Employee

- First Year Employee (25 years old, married, family coverage)
 - Beginning Rate of Pay: \$18.5718/hour (**\$38,629.42/year**)
 - Employer Paid Benefits: \$23,316.29 per year
 - Health/Dental/Vision Insurance (\$17,580.12)
 - Pension Contribution (\$5,369.49)
 - Short Term Disability (\$49.92)
 - Long Term Disability (\$200.87)
 - Life Insurance Contribution (\$115.89)

Total Compensation Package Year One

\$61,945.71

Police Department – Sworn Employee

- Same Employee, age 35 (10 years Service)
 - Rate of Pay: \$22.1950/hour (**\$46,165.64/year**)
 - Employer Paid Benefits*:\$24,425.62 per year
 - Health/Dental/Vision Insurance (17,580.12)
 - Pension Contribution (\$6,417.02)
 - Short Term Disability Contribution (\$49.92)
 - Long Term Disability Contribution (\$240.06)
 - Life Insurance Contribution (\$138.50)

Total Compensation Package Year Ten
\$70,591.26

*Assuming 2018 Costs and Ratios

Police Department – Sworn Employee

- Same Employee, age 55 (public safety retirement)
 - Rate of Pay (30 years at 2% per year): \$32.9806/hour
(\$68,599.65/year)
 - Sick Leave Payout (75% of maximum accrual) 540 hours @ \$32.9806: **\$17,809.52**
 - Vacation Payout (75% of maximum accrual) 180 hours @ \$32.9806: **\$5,936.51**
 - LAGERS Monthly Benefit: **\$3,298.20/month**

Core General – Field Building Inspector

- **First Year Employee** (25 years old, married, family coverage)
 - Beginning Rate of Pay: \$17.3796/hour (**\$36,149.57/year**)
 - Employer Paid Benefits: \$21,758.32 per year
 - Health/Dental/Vision Insurance (\$17,580.12)
 - Pension Contribution (\$3,831.85)
 - Short Term Disability (\$49.92)
 - Long Term Disability (\$187.98)
 - Life Insurance Contribution (\$108.45)

Total Compensation Package Year One

\$57,907.89

Core General – Field Building Inspector

- Same Employee, age 35 (10 years Service)
 - Rate of Pay: \$20.7702/hour (**\$43,202.08/year**)
 - Employer Paid Benefits*:\$22,563.71 per year
 - Health/Dental/Vision Insurance (17,580.12)
 - Pension Contribution (\$4,579.42)
 - Short Term Disability Contribution (\$49.92)
 - Long Term Disability Contribution (\$224.65)
 - Life Insurance Contribution (\$129.60)

Total Compensation Package Year Ten
\$65,765.79

*Assuming 2018 Costs and Ratios

Core General – Field Building Inspector

- Same Employee, age 60 (core general retirement)
 - Rate of Pay (30 years at 2% per year): \$30.8635/hour
(\$64,196.02/year)
 - Sick Leave Payout (75% of maximum accrual) 540 hours
@ \$30.8635: **\$16,666,29**
 - Vacation Payout (75% of maximum accrual) 180 hours
@ \$30.8635: **\$5,555,43**
 - LAGERS Monthly Benefit: **\$3,600.80/month**

Core General – Staff Engineer

- **First Year Employee** (25 years old, married, family coverage)
 - Beginning Rate of Pay: \$22.4850/hour (**\$46,768.80/year**)
 - Employer Paid Benefits: \$22,970.84 per year
 - Health/Dental/Vision Insurance (\$17,580.12)
 - Pension Contribution (\$4,957.29)
 - Short Term Disability (\$49.92)
 - Long Term Disability (\$243.20)
 - Life Insurance Contribution (\$140.31)

Total Compensation Package Year One

\$69,739.64

Core General – Staff Engineer

- Same Employee, age 35 (10 years Service)
 - Rate of Pay: \$26.8717/hour (**\$55,893.07/year**)
 - Employer Paid Benefits*:\$24,013.03 per year
 - Health/Dental/Vision Insurance (17,580.12)
 - Pension Contribution (\$5,924.67)
 - Short Term Disability Contribution (\$49.92)
 - Long Term Disability Contribution (\$290.64)
 - Life Insurance Contribution (\$167.68)

Total Compensation Package Year Ten
\$79,906.10

*Assuming 2018 Costs and Ratios

Core General – Staff Engineer

- Same Employee, age 60 (core general retirement)
 - Rate of Pay (30 years at 2% per year):
\$39.9299/hour (**\$83,054.16/year**)
 - Sick Leave Payout (75% of maximum accrual) 540 hours @ \$39.9299: **\$21,562.15**
 - Vacation Payout (75% of maximum accrual) 180 hours @ \$39.9299: **\$7,187.38**
 - LAGERS Monthly Benefit: **\$4,658.50/month**