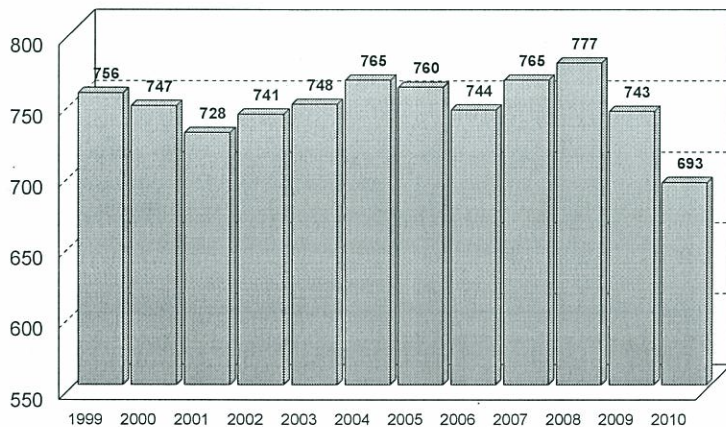


Fiscal Year Comparison of Positions

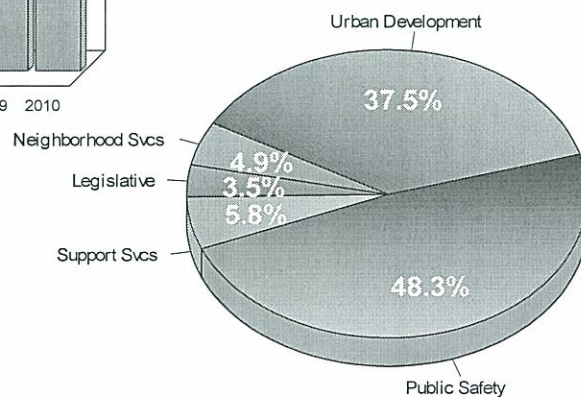
By Department	Authorized 06-07	Authorized 07-08	Authorized 08-09	Adopted 09-10	% Chg 09 to 10
General Government					
Mayor & City Council	7	7	7	7	0%
Administration	11	10	7	5	-29%
Redevelopment	12	12	9	6	-33%
City Clerk	4	4	3	3	0%
City Treasurer	1	1	1	1	0%
City Attorney	2	2	2	2	0%
Support Services					
Human Resources	12	11	11	11	0%
Finance	34	34	30	26	-13%
Information Technology	1	8	3	3	0%
Public Safety					
Police	349	351	343	335	-2%
Fire (County Contract)	-	-	-	-	-
Urban Development					
* Public Works	229	229	223	209	-6%
* Community Development	55	58	56	51	-9%
Neighborhood Services					
* Community Services	24	26	25	16	-36%
Library	24	24	23	18	-22%
Total City Employees	765	777	743	693	-7%

* In 2009 the Departments of Public Works and Utility Services merged and services related to Park & Landscape Maintenance were transferred from Community Services to Public Works while the Building and Safety division were transferred to the Community Development department. For comparison purposes employees related to those departments and services have been moved to their new departments.

Employee Growth



Employees by Department Group



Position Elimination / Unfunding / Reclassifications

Dept	No of Positions	Position	Eliminated	Outsourced **	Unfunded
AD	1	Assistant to the City Manager	1		
AD	1	Administrative Assistant	1		
	2	Administration	2	0	0
RDA	1	Redevelopment Manager	1		
RDA	1	Business Development Manager	1		
RDA	1	Administrative Assistant	1		
	3	Redevelopment Agency	3	0	0
FN	1	Reprographics Technician	1		
FN	1	Payroll Supervisor	1		
FN	1	Senior Administrative Assistant	1		
FN	1	Senior Accountant	1		
	4	Finance	4	0	0
PD	1	Assistant Police Chief			1
PD	2	Community Services Officer I / II	2		
PD	1	Management Analyst	1		
PD	1	Police Corporal			1
PD	5	Police Investigator			9
PD	2	Police Lieutenant			2
PD	9	Police Officer			11
PD	1	Police Sergeant			2
PD	5	Report Taker	5		
	27	Police	8	0	26
PH	1	Senior Planner	1		
PH	1	Assistant Planner	1		
PH	1	Administrative Assistant	1		
PH	1	Administrative Clerk		1	
PH	1	Building & Safety Coordinator		1	
PH	1	Building and Safety Manager	1		
PH	3	Building Permit Technician II		3	
PH	6	Combination Building Inspector	1	5	
PH	1	Plan Checker		1	
PH	1	Supervising Building Inspector		1	
	17	Community Development	5	12	0
PW	1	Administrative Assistant	1		
PW	1	Assistant Engineer	1		
PW	1	Associate Engineer	1		
PW	1	Community Services Manager	1		
PW	1	Graffiti Removal Worker	1		
PW	1	Heavy Truck Driver		1	
PW	1	Signal Lighting Crew Chief	1		
PW	3	Street Sweepers		3	

Position Elimination / Unfunding / Reclassifications

Dept	No of Positions	Position	Eliminated	Outsourced **	Unfunded
Util	1	Heavy Equipment Mechanic	1		
Util	1	Lead Equipment Mechanic	1		
Util	1	Management Analyst	1		
Util	1	Senior Administrative Assistant	1		
Util	1	Senior Storekeeper	1		
Util	1	Utilities Services Director	1		
Util	1	Water Utility Worker I/II	1		
	17	Public Works	13	4	0
CS	1	Community Services Director	1		
CS	1	Recreation Supervisor	1		
CS	2	Recreation Coordinator	2		
CS	2	Administrative Assistant	2		
CS	1	Recreation Supervisor	1		
CS	1	Senior Administrative Assistant	1		
CS	2	Custodian	2		
	10	Community Services	10	0	0
LB	1	Library Assistant I	1		
LB	1	Librarian II	1		
LB	1	Library Specialist	1		
LB	1	Library Assistant I	1		
LB	1	Library Assistant I/II	1		
	5	Library	5	0	0
	85	Totals	50	16	26

** 34 positions were proposed to be outsourced within the FY 2009-10 Adopted Budget, however only 16 of those positions were eliminated per respective council actions approved in August and September 2009.

Reclassifications				Cost
PW	Water Quality Control Technician I/II/III	TO	Environmental Svcs Technician	\$0
PW	Paint & Sign Crew Chief	TO	Public Works Operations Crew	\$0
PW	Senior Equipment Operator	TO	Water Utility Crew Leader	\$0
PD	Senior Administrative Assistant	TO	Administrative Assistant	(\$7,220)

Authorized Staffing by Fiscal Year

Position Title	Adopted 06-07	Adopted 07-08	Amended 08-09	2009-10 Actions		Adopt 09-10	Outsrc	Funding	
				Change	Unfund			Gen'l Fund	Other Funds
CITY COUNCIL									
Councilperson	6	6	6			6			
Mayor	1	1	1			1			
Total - CITY COUNCIL	7	7	7	0		7	0	7.0	-
ADMINISTRATION									
Administrative Assistant I/II/III	2	1	1	-1		-			
Assistant City Manager	1	1	-			-			
Assistant to the City Manager	2	2	2	-1		1			
City Manager	1	1	1			1			
Executive Assistant	1	1	1			1			
Public Information Officer	1	1	-			-			
Senior Management Analyst	1	1	1			1			
Sr Admin Asst to the City Council	2	2	1			1			
Subtotal - Administration	11	10	7	(2)		5	0	3.4	1.6
REDEVELOPMENT									
Administrative Assistant I/II/III	1	1	1	-1		-			
Business Development Manager	1	1	1	-1		-			
Business Development Specialist	1	1	1			1			
Deputy Executive Director	1	-	-			-			
Project Coordinator	1	1	1			1			
Project Manager	2	2	1			1			
Redevelopment Director	-	1	1			1			
Redevelopment Manager	1	1	1	-1		-			
Senior Administrative Assistant	1	1	1			1			
Senior Management Analyst	1	1	-			-			
Senior Project Manager	2	2	1			1			
Subtotal - Redevelopment	12	12	9	(3)		6	0	-	6.0
CITY CLERK									
City Clerk	1	1	1			1			
Deputy City Clerk	2	2	1			1			
Senior Deputy City Clerk	1	1	1			1			
Total - CITY CLERK	4	4	3	0		3	0	3.0	-
CITY TREASURER									
City Treasurer	1	1	1			1			
Total - CITY TREASURER	1	1	1	0		1	0	-	1.0
CITY ATTORNEY									
Administrative Assistant I / II / III	1	1	1			1			
Legal Administrative Assistant	1	1	1			1			
TOTAL - CITY ATTORNEY	2	2	2	0		2	0	1.7	0.3
HUMAN RESOURCES									
Emergency Preparedness Coordinato	-	-	1			1			
Human Resources Assistant	1	1	1			1			
Human Resources Manager	1	1	1			1			
Human Resources Technician/Analys	2	2	2			2			

Authorized Staffing by Fiscal Year

Position Title	Adopted 06-07	Adopted 07-08	Amended 08-09	2009-10 Actions		Adopt 09-10	Outsrc	Funding	
				Change	Unfund			Gen'l Fund	Other Funds
Human Resources/Risk Mgmt Directo	1	1	1			1			
Liability Claims Coordinator	1	1	-			-			
Risk Manager	1	1	1			1			
Safety Officer	1	1	1			1			
Senior Administrative Assistant	1	1	1			1			
Senior Workers Comp Claims Examin	1	-	-			-			
Senior Workers Compensation Super	1	1	1			1			
Workers Comp Claims Examiner I / II	1	1	1			1			
TOTAL - HUMAN RESOURCES	12	11	11	0		11	0	11.0	-
FINANCE									
Accounting Technician I / II	8	8	7			7			
Administrative Clerk	1	1	-			-			
Assistant Finance Director	1	1	1			1			
Budget Officer	1	1	1			1			
Business License Inspector	1	1	1			1			
Business License Specialist	2	2	1			1			
Business License Supervisor	1	1	1			1			
Finance Director	1	1	1			1			
Payroll Specialist	2	2	2			2			
Payroll Supervisor	1	1	1	-1		-			
Principal Accountant	2	2	2			2			
Purchasing Manager	1	1	1			1			
Purchasing Technician	1	1	1			1			
Reprographic Technician I / II	1	1	1	-1		-			
Revenue Manager	1	1	1			1			
Senior Accountant	6	6	5	-1		4			
Senior Administrative Assistant	1	1	1	-1		-			
Senior Storekeeper	1	1	1			1			
Storekeeper	1	1	1			1			
TOTAL - FINANCE	34	34	30	(4)		26	0	14.7	11.3
INFORMATION TECHNOLOGY									
Accounting Technician I / II	-	1	1			1			
Communications Systems Manager	-	1	-			-			
Communications Technician	-	1	-			-			
Information Technology Coordinator	-	1	1			1			
Information Technology Director	1	1	1			1			
Senior Communications Technician	-	2	-			-			
Telecommunications Coordinator	-	1	-			-			
Total - INFORMATION TECHNOLOG	1	8	3	0		3	-	3.0	-
POLICE									
CIVILIAN									
Accounting Technician I / II	1	1	1			1			
Administrative Assistant I/II/III	6	6	4	1		5			
Administrative Clerk	3	3	3			3			
Administrative Services Manager	1	1	1			1			

Authorized Staffing by Fiscal Year

Position Title	Adopted 06-07	Adopted 07-08	Amended 08-09	2009-10 Actions		Adopt 09-10	Outsrc	Funding	
				Change	Unfund			Gen'l Fund	Other Funds
Code Compliance Inspector	9	9	9			9			
Code Compliance Manager	1	1	1			1			
Communications Systems Manager	1	-	1			1			
Communications Technician	1	-	-			-			
Community Services Officer I / II	18	20	18	-2		16			
Crime Free Housing Coordinator	-	-	1			1			
Crime Scene Investigator (Civilian)	3	3	3			3			
Emergency Preparedness Coordinato	1	1	-			-			
Helicopter Pilot	1	1	1			1			
Jailer	17	17	15			15			
Jail Services Manager	-	1	1			1			
Management Analyst	2	2	2	-1		1			
Parking Enforcement Officer	4	4	4			4			
Payroll Technician	1	1	1			1			
Police Building Facility Coordinator	1	1	1			1			
Police Dispatch Manager	-	1	1			1			
Police Dispatch Shift Supervisor	6	6	6			6			
Police Dispatcher I / II	19	19	17			17			
Police Records Manager	1	1	1			1			
Police Records Shift Supervisor	3	3	3			3			
Police Records Specialist I/II	-	18	16			16			
Police Services Administrator	1	1	1			1			
Police Technician I / II	18	-	-			-			
Property & Evidence Technician	3	3	3			3			
Rangemaster	1	1	1			1			
Report Taker	6	6	5	-5		-			
Senior Administrative Assistant	2	2	2	-1		1			
Senior Code Compliance Inspector	2	2	2			2			
Senior Communications Technician	2	-	2			2			
Senior Jailer	5	5	5			5			
Senior Parking Enforcement Officer	1	1	1			1			
Senior Police Dispatcher	3	3	3			3			
Senior Police Records Specialist	2	7	7			7			
Senior Police Technician	5	-	-			-			
Subtotal - Police Civilian	151	151	143	(8)		135		113.7	21.3
SWORN									
Assistant Police Chief	1	1	1		-1	1			
Police Captain	2	2	2			2			
Police Chief	1	1	1			1			
Police Corporal	18	18	18		-1	18			
Police Investigator	29	31	31		-9	31			
Police Lieutenant	8	8	8		-2	8			
Police Officer	115	115	115		-11	115			
Police Sergeant	24	24	24		-2	24			
Subtotal - Police - Sworn	198	200	200	0	(26)	200			
TOTAL - POLICE	349	351	343	(8)	(26)	335		312.7	22.3

Note - At the time of the adopted budget 19 sworn positions were unfunded, and 7 additional sworn positions were anticipated due to scheduled retirements. The table reflects this sum of 26 unfunded sworn positions as of June 30, 2010.

Authorized Staffing by Fiscal Year

Position Title	2009-10 Actions				Funding				
	Adopted 06-07	Adopted 07-08	Amended 08-09	Change	Unfund	Adopt 09-10	Outsrc	Gen'l Fund	Other Funds
PUBLIC WORKS									
Administrative Assistant I / II / III	5	5	5	-1		4			
Assistant Plan Checker	1	1	-			-			
City Traffic Engineer	1	1	-			-			
Community Services Mgr (Parks)	1	1	1	-1		-			
Engineering Aide	2	2	2			2			
Engineering Assistant	3	3	3	-1		2			
Engineering Associate	2	2	2	-1		1			
Facilities Maintenance Supervisor	1	1	1			1			
Facilities Maintenance Technician	2	1	1			1			
Graffiti Removal Worker	8	8	8	-1		7			
Heavy Truck Driver	1	1	1			1	-1		
Lead Facility Maint Technician	1	2	2			2			
Lead Graffiti Removal Worker	1	1	1			1			
Paint & Sign Crew Chief	1	1	1	-1		-			
Paint and Sign Technician I / II	3	3	3			3			
Park Maint Worker I / II	17	17	17			17			
Parks Maintenance Specialist	5	5	5			5			
Parks Operations Supervisor	3	3	3			3			
Parking Maintenance Technician	2	2	2			2			
Program Coordinator	1	1	-			-			
Public Wrks Dir/City Eng/Bld Official	1	1	1			1			
Public Works Inspector	3	3	3			3			
Public Works Maintenance Crew Leac	2	2	2			2			
Public Works Maintenance Worker I /	7	7	7			7			
Public Works Operations Crew Chief	1	1	1	1		2			
Public Works Operations Supervisor	1	1	1			1			
Public Works Superintendent	1	1	1			1			
Senior Administrative Assistant	1	1	1			1			
Senior Civil Engineer	1	1	-			-			
Senior Management Analyst	1	1	1			1			
Signal & Lighting Crew Chief	1	1	1	-1		-			
Signal & Lighting Technician	4	4	4			4			
Street Sweeper Operator	3	3	3			3	-3		
Telecommunications Coordinator	1	-	-			-			
Tree Trimmer I / II	2	2	2			2			
Subtotal - Operations	91	90	86			80	(4)		
Deputy Public Works Dir/Assist City E	1	1	1			1			
Engineering Assistant	2	2	2			2			
Engineering Associate	2	2	2			2			
Engineering Technician	1	1	1			1			
Management Analyst	2	2	1			1			
Senior Civil Engineer	2	2	2	-1		1			
Transportation Manager	-	-	-	1		1			
Subtotal - CIP	10	10	9			9	-		
Administrative Assistant I / II / III	1	1	1			1			

Authorized Staffing by Fiscal Year

Position Title	Adopted 06-07	Adopted 07-08	Amended 08-09	2009-10 Actions		Adopt 09-10	Outsrc	Funding	
				Change	Unfund			Gen'l Fund	Other Funds
Solid Waste Crew Chief	2	2	2			2			
Solid Waste Driver	17	17	17			17			
Solid Waste Manager	1	1	1			1			
Subtotal - Refuse	21	21	21			21	-		
Wastewater Collection Sys Crew Chie	1	1	1			1			
Wastewater Collection System Supvr	1	1	1			1			
Wastewater Maintenance Technician	5	5	5			5			
Subtotal - Sewer	7	7	7			7	-		
Accounting Technician I / II	1	1	1			1			
Administrative Assistant I / II / III	2	2	2			2			
Administrative Clerk	-	1	1			1			
Customer Service Manager	1	1	1			1			
Customer Service Representative I / II	4	4	3			3			
Customer Services Supervisor	1	1	1			1			
Environmental Serv Tech I/II/III	-	-	-	3		3			
Lead Meter Technician	1	1	1			1			
Management Analyst	1	2	2	-1		1			
Meter Technician	3	3	3			3			
Program Assistant	2	1	1			1			
Senior Administrative Assistant	1	1	1	-1		-			
Senior Customer Service Represental	3	3	3			3			
Senior Equipment Operator	3	3	3	-3		-			
Senior Management Analyst	-	-	1			1			
Senior Utility System Technician	1	1	1			1			
Senior Water Resources Engineer	-	1	1			1			
Supervising Environmental Svcs Engin	-	1	1			1			
Supervising Utility Engineer	1	-	-			-			
Supervising Water Resources Engine	-	1	1			1			
Utility Business Services Manager	1	-	-			-			
Utility Engineering Assistant/Associate	2	1	1			1			
Utility Resource Efficiency Coordinato	1	1	1			1			
Utility Services Director	1	1	1	-1		-			
Utility Services Manager	-	1	1			1			
Utility System Technician	1	1	1			1			
Water & Wastewater Operations Man:	1	1	1			1			
Water Distribution Supervisor	1	1	1			1			
Water Operations Crew Chief	5	6	6			6			
Water Production Supervisor	1	1	1			1			
Water Quality Control Tech I / II / III	3	3	3	-3		-			
Water Quality Engineer	1	-	-			-			
Water System Operator I/II/III	4	3	3			3			
Water Treatment Plant Crew Chief	1	1	1			1			
Water Treatment Plant Operator I/II/III	4	4	5			5			
Water Treatment Plant Supervisor	1	1	1			1			
Water Utility Crew Leader	-	-	-	3		3			
Water Utility Worker I / II	23	23	23	-1		22			

Authorized Staffing by Fiscal Year

Position Title	Adopted 06-07	Adopted 07-08	Amended 08-09	2009-10 Actions		Adopt 09-10	Outsrc	Funding	
				Change	Unfund			Gen'l Fund	Other Funds
Welder/Fabricator	1	1	1			1			
Subtotal - Water Utility	77	78	79			75	-		
Equipment Maintenance Superintende	1	1	1			1			
Equipment Maintenance Supervisor	1	1	1			1			
Equipment Mechanic	5	5	5			5			
Heavy Equipment Mechanic	9	9	8	-1		7			
Lead Equipment Mechanic	2	2	2	-1		1			
Program Assistant	1	1	1			1			
Senior Equipment Mechanic	1	1	-			-			
Senior Storekeeper	1	1	1	-1		-			
Storekeeper	1	1	1			1			
Subtotal - Fleet Maintenance	22	22	20			17	-		
TOTAL - PUBLIC WORKS	228	228	222	(13)		209	(4)	42.7	166.3

COMMUNITY DEVELOPMENT

Management Analyst	-	1	-			-			
Planning & Housing Director	1	1	1			1			
Program Assistant	1	-	-			-			
Senior Administrative Assistant	1	1	1			1			
Senior Management Analyst	1	1	1			1			
Subtotal - Administration	4	4	3			3			
Administrative Assistant I / II / III	1	1	1			1			
Assistant Planner	2	5	4	-1		3			
Associate Planner	1	1	1			1			
Planning Manager	1	1	1			1			
Planning Technician	1	-	-			-			
Principal Planner	1	1	1			1			
Program Assistant	1	1	1			1			
Senior Planner	2	3	3	-1		2			
Subtotal - Planning	10	13	12			10			
Administrative Assistant I / II / III	1	1	1	-1		-			
Administrative Clerk	1	1	1			1	-1		
Building & Safety Coordinator	1	1	1			1	-1		
Building & Safety Manager	1	1	1	-1		-			
Building Permit Technician I / II	3	3	3			3	-3		
Combination Building Inspector	6	6	6	-1		5	-5		
Plan Checker	1	1	1			1	-1		
Supervising Building Inspector	1	1	1			1	-1		
Subtotal - Building and Safety	15	15	15			12			
Administrative Assistant I / II / III	3	3	3			3			
Family Self Sufficiency Coordinator	1	1	1			1			
Homeless Services Coordinator	1	1	1			1			
Housing Analyst	4	4	4			4			
Housing Authority Administrator	-	-	1			1			
Housing Eligibility Supervisor	1	1	-			-			
Housing Grants Administrator	1	1	1			1			
Housing Grants Supervisor	1	1	1			1			

Authorized Staffing by Fiscal Year

Position Title	Adopted 06-07	Adopted 07-08	Amended 08-09	2009-10 Actions		Adopt 09-10	Outsrc	Funding	
				Change	Unfund			Gen'l Fund	Other Funds
Housing Inspector	2	2	2			2			
Housing Loan Coordinator I / II	2	2	2			2			
Housing Manager	1	1	1			1			
Housing Specialist I / II / III	4	4	4			4			
Housing Technician	1	1	2			2			
Rehabilitation Specialist	3	3	3			3			
Senior Management Analyst	1	1	-			-			
Subtotal - Housing	26	26	26			26			
TOTAL - COMM DEVELOPMENT	55	58	56	(5)		51	(12)	9.9	41.1
COMMUNITY SERVICES									
Administrative Assistant I / II / III	2	4	3	-2		1			
Community Services Director	1	1	1	-1		-			
Community Services Manager	3	3	2			2			
Facilities Custodian	3	3	3	-2		1			
Facilities Maintenance Technician	3	3	3			3			
Lead Facilities Custodian	1	1	1			1			
Lead Facility Maint Technician	1	1	1			1			
Parks Maintenance Specialist	1	1	1			1			
Parks Maintenance Worker	1	1	1			1			
Parks Operations Supervisor	-	-	1			1			
Recreation Coordinator	3	3	3	-2		1			
Recreation Supervisor	4	4	4	-2		2			
Senior Administrative Assistant	1	1	1	-1		-			
Youth and Family Services Manager	1	1	1			1			
TOTAL - COMMUNITY SERVICES	25	27	26	(10)		16	0	15.9	0.1
LIBRARY									
Librarian I/II	4	4	4	-1		3			
Library Assistant I / II / III	9	9	8	-3		5			
Library Director	1	1	1			1			
Library Services Manager	1	1	1			1			
Library Specialist	2	2	2	-1		1			
Library Systems Manager	1	1	1			1			
Loan Services Supervisor	1	1	1			1			
Senior Administrative Assistant	1	1	1			1			
Senior Librarian	3	3	2			2			
Senior Library Assistant	-	-	1			1			
Senior Library Specialist	1	1	1			1			
TOTAL - LIBRARY	24	24	23	(5)		18	0	17.8	0.2
TOTAL - ALL PERSONNEL	765	777	743	(50)	(26)	693	(16)	443	250

Outsourcing

34 positions were proposed to be outsourced within the FY 2009-10 Adopted Budget, however only 16 of those positions were eliminated per respective council actions approved in August and September 2009. These positions are reflected below:

Position	Department	Divisions	No. of Positions
Administrative Clerk	Community Development	Building and Safety	1
Building & Safety Coordinator	Community Development	Building and Safety	1
Building Permit Technician I / II	Community Development	Building and Safety	3
Combination Building Inspector	Community Development	Building and Safety	5
Plan Checker	Community Development	Building and Safety	1
Supervising Building Inspector	Community Development	Building and Safety	1
Street Sweeper Operator	Public Works	Street Sweeping	3
Heavy Truck Driver	Public Works	Street Sweeping	1
Total			16

Employee Contract & Major Benefit Information - by Bargaining Unit

Bargain Group	Plan	Employer Paid Rate	Rate Basis
PPMA	Contract period ends	30-Jun-11	
	Pers-Retirement, 3% @ 50	9% employee portion (+24.474% employer)	bi-weekly
	Salary increases	Each October 1 - Based on median/mean salary of 14 cities - Deferred for 2009-10	annually
	Dental	\$75.00	monthly
	Pers-Health	\$700.00	monthly
	Pers-Health-Retiree	\$657.05 for 2009 - \$700.00 for 2010	monthly
	Pers-Health-Retiree / 22+ yrs svc	90% of highest PERS health plan	monthly
	Educational Incentive	3% + \$70mo or 6% + \$140mo	bi-weekly
	Longevity Incentive	10% or 14.5%	bi-weekly
	Uniform Allowance	\$1,000.00	annually
	Life \$50,000	\$10.25	monthly
	Accidental Death & Dismemberment	\$1.00	monthly
Long Term Disability	\$0.39 / \$100	monthly	
PPOA	Contract period ends	Was to end 6/30/09 - extended to 6/30/10	
	Pers-Retirement, 3% @ 50	9% employee portion (+24.474% employer)	bi-weekly
	Salary increases	Each October 1 - Based on median/mean salary of 14 cities - Deferred for 2009-10	annually
	Dental	\$75.00	monthly
	Pers-Health	\$700.00	monthly
	Pers-Health-Retiree	\$658.06 for 2009 - \$700.00 for 2010	monthly
	Retiree Collateral Benefit / 20+yrs	\$100.00 until Medicare eligible - age 65	monthly
	Educational Incentive	3% + \$100mo or 6% + \$200mo	bi-weekly
	Longevity Incentive	\$500/yr 5+ yrs of svc; 10% or 14.5% of salary depending on hire date for 20+ yrs	annually / or bi-weekly
	Bilingual pay	\$1,250.00	annually
	Uniform Allowance	\$1,000.00	annually
Life \$50,000	\$10.25	monthly	
PCEA	Contract period ends	Was to end 6/30/09 - extended to 6/30/10	
	Pers-Retirement, 2% @ 55	7% employee portion (+11.085% employer)	bi-weekly
	Salary increases	Increases through 7/1/09 - salary survey due by 6/30/09 (deferred)	
	Dental	\$75.00	monthly
	Pers-Health	\$700.00	monthly
	Pers-Health-Retiree	\$637.06 for 2009 - \$700.00 for 2010	monthly
	Retiree Collateral Benefit / 20+yrs	\$100.00 until Medicare eligible - age 65	monthly
	Bilingual	\$500.00	annually
	Life \$15,000	\$3.08	monthly
	Accidental Death & Dismemberment	\$0.30	monthly
	Short Term / Long Term Disability	\$0.14 / \$0.39 per \$100	Per \$100 of earnings up to \$10,595 mo cap
PMMCEA	Contract period ends	Was to end 6/30/09 - extended to 6/30/10	
	Pers-Retirement, 2% @ 55	7% employee portion (+11.085% employer)	bi-weekly
	Salary increases	Increases through 7/1/09 - salary survey due by 6/30/09 (deferred)	
	Dental	\$75.00	monthly
	Pers-Health	\$700.00	monthly
	Pers-Health-Retiree	\$637.06 for 2009 - \$700.00 for 2010	monthly
	Retiree Collateral Benefit / 20+yrs	\$100.00 until Medicare eligible - age 65	monthly
	Educational Incentive	2% or 4% or 6%	bi-weekly
	Bilingual pay	\$500.00	annually
	Life \$50,000	\$10.25	monthly
	Accidental Death & Dismemberment	\$1.00	monthly
Short Term / Long Term Disability	\$0.14 / \$0.39 per \$100	Per \$100 of earnings up to \$10,595 mo cap	
FIRE	Pers-Health-Retiree	\$465.00	monthly