	Lawrence	Lenexa	Olathe	Overland Park	Shawnee	Topeka	WYCOKCK
	2009	2009	2009	2009	2009 - No response rec'd	2009	2009 - No response rec'd
Compensation System Type	A SECONDARY	Performance Based		Design and the second		N/A	
Firefighter - # of Steps to Range Max (if applicable)	15		9	9	A STATE OF THE PARTY OF THE PAR	N/A	
Firefighter - # of Years to Range Max	6.5 - 14	Mary 10 3 H 12 5	9	8	The state of the s	N/A	
Engineer - # of Steps to Range Max	15		9	Mary Charles		N/A	
Engineer - # of Years to Range Max	6.5 - 14		9	Mark Print Street		N/A	
Lieutenant - # of Steps to Range Max	15	1 (0.50/40/0.0)	N/A	2		N/A	CONTRACTOR OF THE PARTY OF
Lieutenant - # of Years to Range Max	6.5 - 14		N/A	1	The second second second	N/A	
Captain - # of Steps to Range Max	Performance based		4	2		N/A	
Captain - # of Years to Range Max	THE REPORT OF THE PARTY OF THE		4	1		N/A	DE LA COMPANIE
Division Chief - # of Steps to Range Max	Performance based		Exempt - Merit based	Not in step plan		N/A	
Division Chief - # of Years to Range Max		BUN-TO-STATE	Exempt - Merit based	Varies	THE RESERVE OF THE PARTY OF THE	N/A	
Additional Pay	2%, 2.5%, 5% or 7.5% - depending on incentive position	n/a	\$110/mo, for EMT certification (calculated as a % and paid on OT and holidays too)	Bilingual		AA degree - \$20.00/mo; BA degree - \$25.00/mo; \$30.00 mo - Masters degree	
Overtime Calculation	1.5x hourly rate minimum 2 hours for call back at overtime rate	1.5x hourly rate	1.5x hours worked over 56 in a week	after 40 hr workweek		14 day pay period	
Longevity Pay	Discretionary - \$4/month after 5 years	n/a	4% lump sum upon top out of range	No		After 5 yrs10 hr for consecutive yrs. of uninterrupted service; .04 per hr. for each add. Yr. of continous service	

	Lawrence	Lenexa	Olathe	Overland Park	Shawnee	Topeka	WYCOKCK		
	2009	2009	2009	2009	2009	2009	2009		
Retirement	AVAILABLE DE LA COMPANIE DE LA COMP	RETURN STUDIES					No. of the last of		
KPF	Yes		Y	1220 1120		KP&F			
Other	BANK BURNEY	Defined Benefit plan funded	N. T. S.	100% City Paid		No			
Deferred Compensation	457 Plan	457 plan	Y-IRS maximums apply	Yes	Talk Stanford Facility	ING			
Employer Matching	No	Up to 4% of base salary contributed by the employee to the 457 plan for the first year of employment.	up to \$30/pay period	No		No			
Section 125 Flexible Spending Accounts		Yes	Market Market Street	Yes	Enthalte Market Market	Yes			
Health Care (Provide Maximum Election)	5,200	5,000	Y-IRS maximums apply	2500		7,000.00			
Dependent Care (Provide Maximum Election)	5,000	5,000	Y-IRS maximums apply	5000		5,000.00			
Do you offer Supplemental Health/Long Term Care Insurance	Yes, voluntary	Voluntary	Y	Long Term Care		No	THE RESIDENCE		
Do you offer Tuition Reimbursement?	Yes, paid as incurred - for certifications attained: EMT-I, Paramedic, EMS		Y - 100% up to \$1500/year	2500/yr		Yes			
Do you have employer paid life insurance? Amount?	\$20,000	Equal to 1 times annual salary but minimum of \$30,000	Y	5x		Yes - 1 1/2 x base salary			
Do you offer voluntary life insurance?	yes	Yes	Y	yes	Mary Parket Spring	Yes			
Do you offer a wellness program?	yes	Yes	N	yes	The state of the S	Yes	The second second		

	Lawrence	Lenexa	Olathe	Overland Park	Shawnee		WYCOKCK		
	2009	2009	2009	2009	2009	2009	2009		
/acation Accrual Rate	24 hr sft 40 hr wk	Employ Language				8 hr Employee - 3.696 hrs/ppp			
1 year (at completion of first year of service)	144 hrs 96 hrs	11	6 shift days	10 days	CONTRACTOR OF THE PARTY OF THE	96 hrs			
5 years	192 hrs 128 hrs	15	7 shift days	15		120 hrs			
10 years	216 hrs 152 hrs	20	8.5 shift days	15	AT SHOWING THE PARTY.	144 hrs			
15 years	240 hrs 176 hrs	20	10 shift days	20	TO THE REAL PROPERTY.	168 hrs	BUT A SHARE OF THE		
20 years	264 hrs 192 hrs	20	10 shift days	25	AND MARKET AND ASSESSMENT	192 hrs			
25 years	288 hrs 200 hrs	20	10 shift days	25		216 hrs			
26+ years	288 hrs 200 hrs	20	10 shift days	25	Residence of	216 hrs			
Max Accumulation		240	2x amount accrued per year - 480 hours	2x annual rate		480 hrs			
Separation Payout	ROLL FREE LINES	All after 1 yr of service	Depart Las. of the	100%		100%			
ick Days	State of the later			District Control of the Control of t					
Accrual Rate - hrs per pay	5.6 3.7	3.69/pay period	3.7 hours/pay period	3.7 hrs biweekly	TOTAL STREET	3.696 hrs/ppp	fer post-bi man		
Max Accumulation		unlimited	None	Unlimited	PRINCIPAL TO BE	No Maximum			
Separation Payout	366 hrs 260 hrs	none	25% up to 960 hours	10-20%	Park days In the last	55 days (death or retirement)	No. of the last		
Family Sick Days	72 hrs 24 hrs	sick leave	use Sick Leave	10	Maria de la compansión de	Same as Sick			
aid Holidays Per Year	9	9	10.5	8	BUILD COMMENTS	10 days	Mary restrict		
Pay Rate when working	24 hour employees scheduled to work and employees not scheduled to work on the holiday shall paid at the rate of 12 hours straight time.	1.5x hourly rate	if scheduled-regular pay and 24 hours holiday pay at straight hourly rate; if not scheduled but working OT- 1.5x hours worked plus 12 hours holiday pay at straight time	paid for the hours worked on the holiday, plus eight (8) hours holiday pay		Double time			
mergency Days (bereavement)	3	5	5/year	3	Bearing the Control	3 days	988 1985 3		
ersonal Days	2	2	1/year	3	I MANAGEMENT OF THE	2 days	A CONTRACTOR		
Vellness Days	No sick leave used for 6 pay periods - 24 hr employees get 6 hours (max 48), 40 hr/wk employees get 4.3 hrs (34 hrs max).		N	0		Up to 3 days per yr. for perfect attendance			
Celly Days	EUR SUSA	n/a	THE RESIDENCE OF THE PARTY OF T	0	Marie Control	N/A			
/ear 1-5	2	The second second		Maria Salatan Salatan	District Section 1		Control of the last		
5-10	4		THE RESERVE OF STREET						
1-15	5	THE PARTY STREET, SALES					Britis de la		
6+	6	REAL PROPERTY.	THE PARTY OF THE		Water Programme William		SHEET AND LOCAL		
A STATE OF THE PARTY OF THE PAR	The second second second				IN MARKET BETTER		B-74 C Ball		
	Lawrence	Lenexa	Olathe	Overland Park	Shawnee	Topeka	WYCOKCK		
THE RESERVE OF THE PARTY OF THE	2009	2009	2009	2009	2009	2009	2009		
otal Number of Sworn Personnel		85	114	137		239	A T GAR I		
Firefighter		50	31	57	ESTABLE STATE	14	Rolling To the		
Fire Engineer	The second section is a second section.	WE THE REAL PROPERTY.	27		E WOLANDER	N/A	White Street or the little of		
Fire Lieutenant	Part Company of the C	9	N/A	15	Liver State of State	54	NO THE PARTY		
Fire Captain	To the second second	18	31	15	Children Park	54	REAL PROPERTY.		
Division Chief		3	N/A	11	2015-10-21-19-70	2	MANUAL PROPERTY.		
Exempt Ranks		Battalion Chief, Division Chief, Fire Chief	12	Captain, Division Chief, Deputy and Fire Chief		Lt's and above	Manage .		
Academy	THE MINISTER	Fire Science prior to employment	N/A	The state of the s	BOOK OF STREET	Self-Administered	CONT.		

Health Insurance:		Lawrence Overland Park						Lenexa Kansas City					Shawnee				Olathe						Topeka				
	BC	SKS	United Healthcare			Coventry Healthcare			United Hea				Aetna						BCBS KS								
	2	009			2009		2009			2008	KE S		2008		TV NO.		2009			N. A.	2008						
	PPO	%	НМО	4/	PPO/POS		LIMO		ppomoo						DD0/D00		OID		220,000						- "	-	
Employee	\$0	0.00%	\$30	7.67%	\$35	7.78%	HMO \$62	14.83%	PPO/POS \$123	28.28%	PPO/POS \$0	0.00%	HMO \$0	0.00%	PPO/POS \$0	0.00%	CIP \$10	1.74%	PPO/POS \$40	6.63%	HMO \$60	9.62%	Base \$0	0.00%	Buy-Up \$35	7.92	
Employer Contribution		100.00%		92.33%		92.22%	\$356			71.72%		100.00%		100.00%		100.00%		98.26%	\$564		\$564			100.00%		92.08	
Employee + Spouse	\$134	19,79%	\$140	17.05%	\$264	27.94%	\$135	17.26%	\$280	34.44%	N/A		N/A		N/A		N/A		N/A		N/A		\$247	37.77%	\$332	44.93	
Employer Contribution	\$545	80.21%	\$681	82.95%	\$681	72.06%	\$647	82.74%	\$533	65,56%	N/A		N/A		N/A	2000000	N/A		N/A		N/A	micai	\$407	62.23%	\$407	55.07	
Employee + Child	\$150	19.85%	\$126	16.96%	\$238	27.84%	N/A		N/A		N/A		N/A		N/A	DESCRIPTION OF THE PERSON OF T	N/A		N/A		N/A	10000	\$180	30.66%	\$247	37.77	
Employer Contribution	\$604	80.15%	\$617	83.04%	\$617	72.16%	N/A		N/A		N/A		N/A		N/A		N/A		N/A		N/A		\$407	69.34%	\$407	62.23	
Family	\$212		\$193			27.89%	\$185	THE REAL PROPERTY.		29.55%	\$187		\$110		\$166			15.78%		19.20%		24.24%	\$405	49.88%	\$535		
Employer Contribution	\$869	80.37%	\$941	82.98%	\$941	72,11%	\$1,078	85.35%	\$925	70.45%	\$982	54.00%	\$719	86.73%	\$719	81.24%	\$1,094	84.22%	\$1,094	80.80%	\$1,094	75.76%	\$407	50.12%	\$407	43.21	
Retiree	\$280	79.94%	\$166	42.46%	\$225	50,00%	\$426	100.00%	\$444	100.00%	\$421	100.00%	\$167	50.00%	MINISTER IN	No. of the last	\$10	1.83%	\$40	6.63%	\$60	9.62%	\$336	100.00%	\$368	100.00	
Employer Contribution	\$70	20.06%	\$225	57.54%	\$225	50.00%		0.00%		0.00%	\$0	0.00%	\$167	50.00%	the only City of	of	\$537	98.17%	\$564	93.37%	\$564	90.38%	\$0	0.00%	\$0	0.00	
Retiree + Spouse		100.00%	\$596			76.19%	\$797	100.00%	\$829	100.00%	\$746	100.00%	N/A	NAME OF TAXABLE	\$ t	2	N/A		N/A		N/A		\$646	100.00%	\$770	100.00	
Employer Contribution	\$0	0.00%	\$225	27.41%	\$225	23.81%		0.00%		0.00%	\$0	0.00%	N/A		s un pa	Ze .	N/A		N/A		N/A		\$0	0.00%	\$0	0.00	
Retiree + Children	\$753	100.00%	\$518	69.72%		73.68%	N/A	HOT. O.	N/A		N/A		N/A				N/A		N/A		N/A		\$572	100.00%	\$681	100.00	
Employer Contribution	\$0	0.00%	\$225	30.28%	\$225	26.32%	N/A		N/A		N/A		N/A		HIMO n off	New York	N/A		N/A		N/A		\$0	0.00%	\$0	0.00	
Retiree Family	\$865	79.96%	\$909	80.16%	\$1,080	82.76%	\$1,288	100.00%	\$1,339	100.00%	\$1,073	100.00%	\$755	81.89%	월	S	\$205	15.78%	\$260	19.20%	\$350	24.24%	\$809	100.00%	\$978	100.00	
Employer Contribution	\$217	20.04%	\$225	19.84%	\$225	17.24%		0.00%	Desposation of the	0.00%	\$0	0.00%	\$167	18.11%			\$1,094	84.22%	\$1,094	80.80%	\$1,094	75.76%	\$0	0.00%	\$0	0.00	
Dental Coverage:	Low	rence		Over	land Park				anava		Kaneae	City	not l	CI	- Outpoo				Olati	10	N. S.			T	naka		
Dental Coverage.		3S KS	J. 10		Delta Dental			Lenexa Coventry Healthcare			Kansas City Shawnee Delta Dental Delta Dental				Delta Dental						Topeka Delta Dental						
	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	
Employee Employer Contribution	H		\$0 \$28	0.00%	No. of London		\$8 \$39		TO VENUE		\$30	0.00%	\$0	0.00%			100 mg		\$0 \$22	0.00%	\$0	0.00%					
			Land.	DECK STATE	red.				ed.		Responsible	104,00 %			.pe		BE?			100.00 %	Maria I						
Employee + 1 Depend. Employer Contribution	1	plan.		53.22% 46.78%	offe		\$15 \$74		offe		N/A N/A		N/A N/A		offe			plan.	N/A N/A		N/A N/A				an.		
Employee + 2 or more	H	d d	\$63	68.90%	<u>«</u>		\$22	16.79%	<u></u>		\$14	16.09%	\$56	67.39%	<u></u>			d u	\$14	16.58%	\$14	16.589			4		
Employer Contribution		health		31.10%	plan		\$109		plan			83,91%		32.61%	olan			health		83.42%					ealt		
Retiree	H	-	\$28	100.00%	ntal		\$54	100,00%	Street, Square or other party of the last		\$30	100.00%	\$30	100.00%	To			i i	\$0	0.00%	\$0	0.009			5		
Employer Contribution	H	included in	\$0		lent			0.00%			\$0		\$0		ent					100.00%		100.009			edi		
Retiree + 1 Dependent	+	Ind	\$61	100.00%	9		\$102	100.00%	9		N/A		N/A		9			ncluded	N/A		N/A	Market			pn		
Employer Contribution	-	n n	\$0	0.00%	N O			0,00%	lo A		N/A		N/A		ō		XII/	Inc	N/A		N/A		BEST		Inc		
Retiree + 2 or more	#			100.00%	Only		\$150	100.00%	Only			100.00%		100.00%	Only		BIA.			16.58%		16.589					
Employer Contribution	П		\$0	0.00%				0.00%	ALEMAN SAF		\$0	0.00%	\$0	0.00%	A STATE OF THE STA		1		\$73	83.42%	\$73	83,429	0				

Health Insurance Details	BCBSKS	United H		Coventry F		United Healthcare		Aetna	A CHARLES THE PARTY OF THE	Aetna	BCBSKS - Blue Choice		
	2009	20		200		2008		2008		2009		20	
	PPO	НМО	POS	НМО	PPO	PPO	НМО	POS	CIP	PPO	НМО	Base Plan	Buy Up Plan
nual/Lifetime Max. Benefit:	Unlimited	Unlimited	Unlimited	\$2,000,000	\$2,000,000	Unlimited	Unlimited	Unlimited	\$1,000,000	\$1,000,000	\$1,000,000		JEN DEGLE
t of Pocket Maximum:													
r Member	\$800	\$1,500	\$1,500	\$750	\$1,000	None	\$1,500	\$1,500	1900/3300	800/1300	950/1900		
r Family	\$1,600	\$3,000	\$3,000		\$2,000		\$3,000	\$3,000	3300/10000		No Benefit		
			7-13-1			115115						Water Sales and	
-Insurance:	20% Employee											20% Employee	20% Employee
nployee	\$500	None	None	The state of the s	20%		N/A	N/A	20%		90%	\$1,500	\$1,000
pendents	\$1,000	None	None	10%	20%		N/A	N/A	60%	70%	No Benefit	\$3,000 + 1 dependent	\$2,000 + 1 depend \$3,000 + 2 or more
		ATTENDED NAMED IN	State of the last	THE RESERVE TO	A NOTE OF STREET			III DESIGNATION			TO MAKE THE PARTY OF THE PARTY	\$4,500 + 2 or more dependents	dependents
ductibles:												dependents	dependents
nployee	\$300	N/A	N/A	None	\$250	None	None	None	1200/2400	300/600	450/900	\$1,000	\$500
pendents	\$600	N/A		None		None	None	None	2400/4800	700/1400	No benefit	\$2,000 +1 dependent	\$1,000 + 1 depend
		TO A PROPERTY.			PRINCIPLE DESCRIPTION			THE PERSONS	MAN THE STATE OF			\$3,000 + 2 or more	\$1,500 + 2 or more
A STATE OF THE PARTY OF THE PAR	VIII IL INCOMENTALI		The same of the sa				THE SECTION AND ADDRESS.		CONTRACTOR OF THE PARTY OF THE	ALL OF STREET		dependents	dependents
				Control of the last	The second second		Liby har business						
-Payments: ysician Office Services	None	\$20	\$20	\$15	600	\$20	\$15	600	\$0	\$20	\$25	\$25	
patient Services	None None	\$200	\$200			\$200 per confinement	The state of the s	on 10% per admission			\$250	\$20	
Itpatient Services	None	\$200				\$100 per confinement	\$0	10% per visit	\$0		\$150	Ext. The Name of	
	THE PARTY NAMED IN	4200	420		80% after deductible	Troo per commentent	Harris III		40		4,00	TO BUT ON THE	THE REAL PROPERTY.
				\$50 co-pay; waived if	\$50 co-pay; waived if		BUILDING CO.					DECEMBER OF THE RESIDENCE	
mergency Room	None	\$100		admitted	admitted	\$100 per visit	\$100	\$100	\$0	\$150	\$150	\$100	
gent Care Center		\$25	\$25	100% after \$15 copay	60%	\$20 per visit	\$35	\$35	\$0	\$75	\$75		A VALUE OF THE SECOND
D							The same of the same of		OID	11 - 17 - 1			
Prescriptions:	MedTrak	United He	ealthcare*	Med	rak	United Healthcare			CIP	MedTrak	MedTrak	Medtrak	Services
eductibles:													
eductibles.													
			The Party of the P	1964 6 3 3 5 1 1			15 10 15 71		Included in deductible	Included in deductible	Included in deductible	17 TO 18 1 TO 18 1	100000
mployee	None	None	None	None	None	None	None	None	listed above	listed above	listed above	None	None
	THE STREET STREET			BO A SHEWLIN	a Colombia		Section 2 in case of	ST ROLL BUSINESS	No. of the last of		A 10 May	The latest to come	Auto-a di Maria
			W224 5 10 10						Included in deductible	Included in deductible	Included in deductible		
ependents	None	None	None	None	None	None	None	None	listed above	listed above	listed above	None	None
o-Payments:													
Praymonts.	2010 232							Street March				Control of the last of the las	COLUMN TO SER
	THE REPORT OF THE	March 1884					RIN NO.		The second second		Company - AN	A PROPERTY OF THE PARTY OF THE	
	Generic - 20%	THE STREET, STREET		NAME OF TAXABLE PARTY.			58 - 11 DE		-			ER COLUMN	
	Acute brand name			For 30-day supply; \$2			Ger	neric - \$10	Generic - FREE	Generic - \$10	Generic - \$10	2000	ric - \$5
mployee	\$20 + 20%		10 Tier 1, \$25 Tier 2,	mail order and select r	lies available through	\$7 - generic		nulary - \$30	Formulary - \$25	Formulary – \$25	Formulary – \$25		ary - \$25 nerty - \$50
	Maintenance \$40 +	\$50	Tier 3		20 Generic	\$30 - Brand name	Non-F	ormerly - \$50	Non-Formulary - \$50 Speciality - 20%	Non-Formerly – \$50 Specialty – 20%	Non-Formerly – \$50 Specialty – 20%		y - 20%*
	20%			(Didito), da	20 Goriano				Speciality - 20%	Specially - 20%	Specialty - 20%		,
	TO A SECTION			all the works			100 31 84		1 1 1 7 7 7 1 1 1 1 1 1 1 1 1 1 1 1 1 1			NOT BUILTING	
								Links Mark		Charles St. M.	AL SHIDE		
ependents	Same as Employee	Same as Employee	Same as Employee	Same as Employee	Same as Employee	Same as Employee	Same as Employe	ee Same as Employee	Same as Employee	Same as Employee	Same as Employee	Same as Employee	Same as Employe
ut of Pocket Maximum:													
nployee	\$20	0 None	None	\$1,500	\$1.500	None	None	None	\$1.50	0 \$1,500	\$1,500	N/A	N/A
ependents			None	\$1,500		None	None	None		0 \$1,500	\$1,500	N/A	N/A
		1.000		\$1,000	41,000			N REDITORS	ψ1,00		4.,000	THE PERMANENTS	HOUSE ALL IN
				A CHARLES TO SERVICE	State of the last		Marie Land		No. of the Local Division in the Local Divis				A CONTRACTOR
		THE ABURDAN			Data indi	cates In-Network be	nefits only.	10 10 10 10 10 10 10 10 10 10 10 10 10 1		DEPOSIT NOTE IN		*\$2,000 max benefit	per person per plan
		West State of the		THE RESERVE THE RE		tatement about that	State of the last		processing the second course				