

	Lawrence		Lenexa		Olathe		Overland Park		Shawnee		Topeka		WYCOKCK	
	2009		2009		2009		2009		2009		2009		2009	
Compensation System Type	Performace Based		Performance Based				Performance				Management Pay Plan			
# of Steps to Range Max (if applicable)					N/A						21			
# of Years to TOS					N/A						21			
Additional Pay	Varies by dept				Certification pay types						None			
Overtime Calculation	1.5x hourly rate after 40 hr week		1.5x hourly rate after 8 hrs		1.5x regular rate for hours worked over 40 in a week		40 hour work week				14 day week			
Longevity Pay	determined annually		n/a		None		No				N/A			
	Lawrence		Lenexa		Olathe		Overland Park		Shawnee		Topeka		WYCOKCK	
	2009		2009		2009		2009		2009		2009		2009	
Retirement														
KPERS	Yes				Y		Yes				KPERS			
Other			Defined Benefit plan funded by the city. Begins after 1000 hrs worked within a calendar year, based on final avg. salary/yr of service, vested after 3 years.		N		Municipal Employees Pension Plan				N/A			
Deferred Compensation	Yes		457 plan		Y-IRS maximum applies		Yes				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		Yes				Yes				Yes			
Health Care (Provide Maximum Election)	5,000		5,000		Yes- IRS maximum		2500				7,000.00			
Dependent Care (Provide Maximum Election)	5,000		5,000		Yes- IRS maximum		5000				5,000.00			
Do you offer Supplemental Health/Long Term Care Insurance?	Supplemental health only		Voluntary		Y		Long Term Care				No			
Do you offer Tuition Reimbursement?	No		Yes-\$2500/yr		Y - 100% up to \$1500/semester		\$2,500/yr				Yes			
Do you have employer paid life insurance? Amount?	Yes, coverage tied to pay grade, 5 classes		Equal to 1 times annual salary but minimum of \$30,000		Y		2.5 x				Yes - 1 1/2 times base salary			
Do you offer voluntary life insurance?	Yes		Yes		Y		Yes				Yes			
Do you offer a wellness program?	Yes		Yes		N - in progress		Yes				Yes			
	Lawrence		Lenexa		Olathe		Overland Park		Shawnee		Topeka		WYCOKCK	
	2009		2009		2009		2009		2009		2009		2009	
Vacation Accrual Rate											3.696 hrs/ppp			
1 year (at completion of first year of service)	12		11		10		10 days				96 hrs			
5 years	16		15		15		15 days				120 hrs			
10 years	19		20		15		15 days				144 hrs			
15 years	22		20		18		20 days				168 hrs			



20 years	24		20		20		25 days				192 hrs			
25 years	25		20		20		25 days				216 hrs			
26+ years	25		20		20		25 days				216 hrs			
Max Accumulation	320		240		2x annual accumulation; up to 320 hours		2x annual rate				240 hrs			
Separation Payout	320		All after 1 yr of service		1		100%				100%			
Sick Days														
Accrual Rate	3.7/pay period to 12/year		3.69/pay period		3.7 per pay period		3.7 hrs per pay period				3.696 hrs/ppp			
Max Accumulation	1040		unlimited		1040		Unlimited				1040 hrs			
Separation Payout	25% or 260 hrs		none		25%, 960 hrs		10-20%				35% of eligible sick leave up to a max of 400 hrs (50 days)			
Family Sick Days	3 days		sick leave		use sick leave		10 days				Same as Sick			
Paid Holidays Per Year	9		9				8 days				10 days			
Pay Rate when working	1.5x		1.5x hourly rate		Straight time for hours worked plus 8 hours holiday pay		8 hours regular 8 hours holiday				1.5x			
Emergency Days (bereavement)	6 days		5		5		3 days				3 days			
Personal Days	2		2		1		3				1 day			
Wellness Days			n/a		0		0				None			



	Lawrence		Lenexa		Olathe		Overland Park		Shawnee - No response rec'd		Topeka		WYCKOK - No response rec'd	
	2008	2009	2008	2009	2008	2009	2008	2009	2008	2009	2008	2009	2008	2009
Officer - # of steps to TOS (TOS = Top of Scale)	16 with no comp., 22 with comp	16 with no comp., 22 with comp	Performance based	Performance based, merit pool pay	9	13	12	12	Performance based	Performance based, # steps varies with performance	21	21	7	7
Officer - # of Years to TOS	8.5 - 17 yrs	8.5 - 17 yrs	Performance based	Performance based -12 years	9	13	11	11	12 Years 4 yrs at each level of P-1, P-2, P-3		21	21	20	20
Detective - # of steps to TOS	17	17	Perform-based	Perform-based	6	N/A	12	12	Perform-based		21	21		3
Detective - # of Years to TOS	8.5 - 17 yrs	8.5 - 17 yrs	Perform-based	Perform-based	6	N/A	11	11	Perform-based		21	21	10	11
Sergeant - # of steps to TOS	17	17		Performance Based	3	3	8	8			21	21		3
Sergeant - # of Years to TOS	8.5 years	8.5 years		Performance Based	3	3	7	7			21	21	10	11
	Lawrence		Lenexa		Olathe		Overland Park		Shawnee		Topeka		WYCKOK	
	2008	2009	2008	2009	2008	2009	2008	2009	2008	2009	2008	2009	2008	2009
Overtime paid for court time	2 hrs @ 1.5x	2 hrs @ 1.5x	1.5x per hour	1.5x per hour	2 hrs @ 1.5x	minimum of 2 hrs @ 1.5x; otherwise 1.5x for hours in court	3 hrs @ 1.0x	3 hrs @ 1.0x	2 hrs @ 1.5x		2 hrs @ 1.0x	2 hrs @ 1.0x	1 hr OT min + 1 hr OT travel time	1 hr OT min + 1 hr OT travel time
Overtime calculated by	8 hour day 80hrs/14 day period	8 hour day 80hrs/14 day period	8 hour day	8 hour day	8 hour day potential change	hours worked over 40 in a week	40 hour week	40 hour week	8 hour day or 10 hour day		14 day work period	14 day work period	8.25 hour day	8.25 hour day
Competencies	Each officer is eligible for up to 6 comps, with each being worth 2.5%. May apply for 1 per year.	Each officer is eligible for up to 6 comps, with each being worth 2.5%. May apply for 1 per year.	No comps, add pays or bonus for either police officer or detective assignments.	No comps, add pays or bonus for either police officer or detective assignments.	FTO receives 1 hour OT for each day with recruit.	FTO receives 1 hour OT for each day with recruit.	No comps, add pays or bonus for either police officer or detective assignments.	None	No comps, add pays or bonus for either police officer or detective assignments.		May only collect as a time... Helicopter \$1200 Bomb \$600 K-9 \$600 Motorcycle \$600 TAC \$600 Narcotics \$600 Bike Patrol \$600 FTO \$.50/hr	May collect only as a time... Helicopter - Bomb - K-9 - \$600.00 yr Motorcycle - TAC - Narcotics - Bike Patrol FTO - \$.50/hr	Education: 12 + hrs \$450 Assoc. \$900 Bach's \$1200 Masters \$1560 Language \$900 Bomb tech \$900 CSI I \$360 CSI II \$510 FTO \$3000 U-cover \$1200 IA Det. \$1200 K9 \$1800 ID Spec. \$360	Education: 12 + hrs \$50/mo Assoc. \$100/mo Bach's \$125/mo Masters \$155/mo
Add Pay	\$1,500 FTO	\$1,500 FTO	Lateral = 4%/yr of service.  \$500 employment referral	Lateral = 4%/yr of service.  \$500 employment referral  Bilingual	\$2,500 sign-on bonus (entry level).  Lateral entry up to 4 yrs credit and \$1500.	Bi-lingual (not yet implemented but has been approved).  Lateral entry up to 4 yrs credit and \$1500. \$750 employment referral bonus.	Language	Bilingual	\$2,000 lateral		Lateral officers = 1 step/2 yrs of service (up to 3rd yr. step)	Lateral officers = 1 step/2 yrs of service (up to 3rd year step)		bomb tech-\$75/mo CSI I=\$30/mo CSI II=\$42.5/mo FTO=\$250/mo U-cover narcotic=\$100/mo IA Detective=\$100/Mo None
Shift Differential						None								None
--Evenings	\$ .25	\$ .25	None	None	None	None	\$ .33	\$0.45	None		\$ .45	.45 per hour	None	None
--Midnight's	\$ .50	\$ .50				None	\$ .50	\$0.70			\$ .45	.45 per hour		None
Longevity Pay	\$4.00/mth after 5 years	\$4.00/mth after 5 years	None	None	None	4% lump sum upon top out	None	None	None		None	None	5 yrs = \$531 8 yrs = \$851 12 yrs = \$1169 16 yrs = \$1621 20 yrs = \$1807 25 yrs = \$2126 (per year)	5 yrs = \$46.03 8 yrs = \$73.71 12 yrs = \$101.32 16 yrs = \$140.45 20 yrs = \$156.63 25 yrs = \$194.87 (per month)
Step/Merit/Perform.  Based System	Step at 2.5% per step, max of 5% per year.	Step at 2.5% per step, max of 5% per year.	Perform. based, 3.75% avg for last 2 yrs.  Meets = 1.6-2.9%  Exceeds = 3-4.5 %  Out. = 4.6-5.5%	Perform. Based 2009 Merit Increases are:  Meets: 1.5%  Exceeds: 2.5%  Outs.: 2.5% + 1%	Determined yearly through the performance based pay plan.  2008 = 4%	PO pay range has 4% annual steps with 6% steps upon 3, 6, and 10 Sgt. pay range has 4% annual steps  All other positions are determined yearly through the performance based pay plan; 2009=4%	Step	Step	Performance based, 5% with each career level advancement (Patrol I-III), plan yearly eval. of 0-5%. After top out, receives a lump sum each year at annual eval., based on % of salary.		Step program, %'s varies by years of service.  1-5 yrs = 4.47%-6.01%  6-12 yrs = 1.98%-3.70%	Step system: Percents varies by years of service:  1-5 yrs = 4.47%-6.01%  6-12 yrs = 1.98%-3.70%	Step plan, %'s varies by year.  Patrol Steps:  1-2 years 3rd year	Step plan, %'s varies by year.  Patrol Steps:  1-2 years 3rd year



[illegible]



26+ years	25	25	20	20	20	20	25	25	* see table		27 (25-29 yrs)	27 (25-29 yrs)	30	
Max Accumulation	320 hours	320 hours	240 hours	240 hours	320 2x annual	320 2x annual rate	400 (20 years)	2x annual rate	Unlimited, must use 80 hrs per year if +3 yrs service		320	320	120 hours	
Separation Payout	100%	100%	100%	100% (must have at least 1 yr of	100%	100%	100%	100%	100%		100%	100%	100%	
Sick Days	3.7 hrs/period	3.7 hrs/period	3.7	3.69/pay period	3.7	3.7/pay period	3.7	3.7 hrs biwkly	3.7		3.696 per pay period	3.696 per pay period	4.61 hrs/pd	
--Max Accumulation	1040 hours	1040 hours	Unlimited	Unlimited	1040	1040	Unlimited	Unlimited	1040		1040	1040	Unlimited	
--Separation Payout	20% to a max of 260 hours - only after 5 years of employment	20% to a max of 260 hours - only after 5 years of employment	None	None	25%, 960 hrs	25%, 960 hrs	10-20%	10-20%	100%, 104 yrs		55 days (upon retirement)	55 days (upon retirement)	Max = 120 calendar days	
Family Sick Days	3 (sick time)	3 (sick time)	Sick Time	Sick Time	Sick Leave	use Sick Leave	80 hours of sick time	80 hours of sick time	Vacation or sick leave.		Sam as Sick Leave	Same as Sick Leave	N/A	
Paid Holidays	9	9	9	9	10.5	10.5	8	8	10		10	10	11	
--Pay Rate when working	8 hrs Regular 8 hrs Holiday	8 hrs Regular 8 hrs Holiday	8 hrs/Regular 1.5 x hrs worked	8 hrs/Regular 1.5 x hrs worked	8 hrs Regular 8 hrs Holiday	8 hrs Regular 8 hrs Holiday	8 hrs Regular 8 hrs Holiday	8 hrs Regular 8 hrs Holiday	8 hrs/Regular 1.5 x hrs worked		1.5x	1.5x	8 hrs Regular 8 hrs Holiday	
Personal Days	3	3	2	2	1	1	3	3	1		2 days per yr	2 day per year	5 (sick leave)	
Wellness Days	1/6months w/o sick day + 840	1/6months w/o sick day + 840	2 (70% of Cooper test)	2 (70% of Cooper test)	N/A	N/A	N/A	None	N/A		1 day (3 max) earned for each 4	1 day (3 max) earned for each 4	1 day = no sick leave between Jan 1 <sup>st</sup> -June	
Fitness Days	1 heart rate/BP 1 fitness test	1 heart rate/BP 1 fitness test	(see wellness days)	(see wellness days)	N/A	N/A	N/A	None	1 day with 60% of Cooper Ass.		4 levels for TAC team, \$15-	4 levels for TAC; \$15 -	N/A	
Emergency Days	6 w/ approval	6 w/ approval	4 funeral	5 for Bereavement Leave	5 funeral	5 funeral	3 funeral	3 funeral	Vacation or sick leave		3 Funeral or Emergency	3 Funeral or Emergency	N/A	
	Lawrence		Lenexa		Olathe		Overland Park		Shawnee		Topeka		WYCKOKCK	
	2008	2009	2008	2009	2008	2009	2008	2009	2008	2009	2008	2009	2008	2009
Shift Bid Process	Shifts are bid on by seniority, every 4 months; days off are determined by scheduling.	Shifts are bid on by seniority, every 4 months; days off are determined by scheduling.	Shifts (officers and sergeants) are bid by seniority every 2 mths, also bid for districts and cars.	Shifts (officers and sergeants) are bid by seniority every 2 mths, also bid for districts and cars.	Shift bids by seniority, every 4 months, 1 year in advance	Shift bids by seniority, every 4 months, 1 year in advance	Shifts are bid once per year by seniority. Shift schedules vary by team assignments, some rotate throughout year.	Shifts are bid once per year by seniority. Shift schedules vary by team assignments, some rotate throughout year.	Bid once per year, for 3 month rotations throughout the year.		Shift bid by seniority, 2 times per year	Shift bid by seniority - two times per year	Shifts are bid once per year by seniority.	Shifts are bid once per year by seniority.
City Population 2006 U.S. Census	88,605	88,605	44,520	46000	114,663	114663	166,722	173,225	59,252		122,113	121,946	143,801	
Total Number of Sworn Personnel Authorized	141 + Chief	141 + Chief	87	83	180	171	255	260	93	89	296	244	361 + Chief	
Patrol Officers	103	103	31-incorrect	53	68	90	197	207		60	180	160	232	
Traffic Officers			15	6	12	12								
Master Patrol			24	23	40	N/A						N/A		
Temporary Assign.					0	0						N/A		
Detectives	17	17	12*		16	17			6		30	34	50	
Corporals			12	10	N/A	N/A					25	23		
Sergeants	15	15	12	12	16	18	25	26		11	40	40	42	
Lieutenants			4	4	3	4	4	4		4	10	9	0	
Captains	6	6	3	3	6	6	12	12		3	5	6	22	
Majors					2	0	7	7			4	4	11	
Assist/Deputy Chief					0	0	4	3		1	2	2	3	
What ranks are exempt	Sergeants and above.	Sergeants and above.	Lt's and above	Lt's and above	Lt's and above	Lt's and above	Captains and above	Captains and above	Lt's and above		Lt's and above	Lt's and above	Captains and above	Captains and above
Academy	Self-Admin.	Self-Admin.	JCCC	JCCC	JCCC	JCCC	JCCC	JCCC	JCCC		Self-Admin.	Self-administered	Self-Admin.	Self-Admin
Special Units and Assignments:	Patrol Investigations SRO NRO CAU Dive Team Honor Guard Traffic Unit M-Squad Training Unit Drug Unit Bike patrol Motorcycle		Patrol Investigations Technology Drug Unit SRO Warrants K-9 Traffic Directed Patrol DARE Tactical		Patrol Investigations SRO TAC Traffic Hostage Crisis Team K-9 Honor Guard Gang Unit		Patrol Patrol Support Tactical Investigations Investigations Support Communications Technology Administration Homeland Security Bomb Unit Dive Team WMD Unit K-9 Color Guard Honor Guard DARE/COPPS/SRO Traffic Bike patrol Motorcycles		Patrol Investigations SRO Crime Stoppers Polygraph Housing Officer Honor Guard TAC Gang Unit Bomb Unit K-9 Bike patrol		Patrol Investigations Bike Patrol Helicopter K-9 Drug Unit SRO DARE TAC Crime Stoppers SIU		Patrol Investigations Polygraph Training Traffic Helicopter K-9 Mounted Patrol CVSA Bike patrol SRO Foot patrol TAC Drug Units Homeland Security Crime Lab Cold Case	



	Lawrence		Overland Park				Lenexa				Kansas City		Shawnee				Olathe				Topeka									
Health Insurance:	BCBS KS		United Healthcare				Coventry Healthcare				United Healthcare		Aetna				Aetna				BCBS KS									
	2009		2009				2009				2008		2008				2009				2008									
	PPO	%	HMO	%	PPO/POS	%	HMO	%	PPO/POS	%	PPO/POS	%	HMO	%	PPO/POS	%	CIP	%	PPO/POS	%	HMO	%	Base	%	Buy-Up	%				
Employee	\$0	0.00%	\$30	7.67%	\$35	7.78%	\$62	14.83%	\$123	28.28%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$10	1.74%	\$40	6.63%	\$60	9.62%	\$0	0.00%	\$35	7.92%				
Employer Contribution	\$350	100.00%	\$361	92.33%	\$415	92.22%	\$356	85.17%	\$312	71.72%	\$421	100.00%	\$300	100.00%	\$320	100.00%	\$564	98.26%	\$564	93.37%	\$564	90.38%	\$407	100.00%	\$407	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		N/A		N/A		N/A		\$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		N/A		N/A		N/A		\$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	19.63%	\$193	17.02%	\$364	27.89%	\$185	14.65%	\$388	29.55%	\$187	16.00%	\$110	13.27%	\$166	18.76%	\$205	15.78%	\$260	19.20%	\$350	24.24%	\$405	49.88%	\$535	56.79%				
Employer Contribution	\$869	80.37%	\$941	82.98%	\$941	72.11%	\$1,078	85.35%	\$925	70.45%	\$982	84.00%	\$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%	The HMO plan is the only plan offered to City of Shawnee Retirees.				\$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%					\$537	98.17%	\$564	93.37%	\$564	90.38%	\$0	0.00%	\$0	0.00%		
Retiree + Spouse	\$679	100.00%	\$596	72.59%	\$720	76.19%	\$797	100.00%	\$829	100.00%	\$746	100.00%	N/A						N/A		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						N/A		N/A		N/A		N/A		\$0	0.00%	\$0	0.00%
Retiree + Children	\$753	100.00%	\$518	69.72%	\$630	73.68%	N/A		N/A		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						N/A		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%			\$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%		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:	Lawrence		Overland Park				Lenexa				Kansas City		Shawnee				Olathe				Topeka									
	BCBS KS		Delta Dental				Coventry Healthcare				Delta Dental		Delta Dental				Delta Dental				Delta Dental									
	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%				
Employee			\$0	0.00%	Only one dental plan is offered.		\$8	17.02%	Only one dental plan is offered.		\$0	0.00%	\$0	0.00%	Only one dental plan is offered.				\$0	0.00%	\$0	0.00%	Included in health plan.							
Employer Contribution			\$28	100.00%			\$39	82.98%			\$30	100.00%	\$27	100.00%					\$22	100.00%	\$22	100.00%								
Employee + 1 Depend.			\$32	53.22%			\$15	16.85%			N/A		N/A						N/A		N/A									
Employer Contribution			\$28	46.78%			\$74	83.15%			N/A		N/A						N/A		N/A									
Employee + 2 or more			\$63	68.90%			\$22	16.79%			\$14	16.09%	\$56	67.39%					\$14	16.58%	\$14	16.58%								
Employer Contribution			\$28	31.10%			\$109	83.21%			\$71	83.91%	\$27	32.61%					\$73	83.42%	\$73	83.42%								
					Only one dental plan is offered.				Only one dental plan is offered.						Only one dental plan is offered.								Included in health plan.							
Retiree			\$28	100.00%			\$54	100.00%			\$30	100.00%	\$30	100.00%					\$0	0.00%	\$0	0.00%								
Employer Contribution			\$0	0.00%				0.00%			\$0	0.00%	\$0	0.00%					\$22	100.00%	\$22	100.00%								
Retiree + 1 Dependent			\$61	100.00%			\$102	100.00%			N/A		N/A						N/A		N/A									
Employer Contribution			\$0	0.00%				0.00%			N/A		N/A						N/A		N/A									
Retiree + 2 or more			\$91	100.00%			\$150	100.00%			\$85	100.00%	\$92	100.00%					\$14	16.58%	\$14	16.58%								
Employer Contribution			\$0	0.00%		0.00%	\$0	0.00%	\$0	0.00%			\$73	83.42%	\$73	83.42%														



Health Insurance Details	BCBSKS	United Healthcare		Covetrity Healthcare		United Healthcare	Aetna		Aetna			BCBSKS - Blue Choice			
	2009	2009		2009		2008	2008		2009			2008			
	PPO	HMO	POS	HMO	PPO	PPO	HMO	POS	CIP	PPO	HMO	Base Plan	Buy Up Plan		
Annual/Lifetime Max. Benefit:	Unlimited	Unlimited	Unlimited	\$2,000,000	\$2,000,000	Unlimited	Unlimited	Unlimited	\$1,000,000	\$1,000,000	\$1,000,000				
Out of Pocket Maximum:															
Per Member	\$800	\$1,500	\$1,500	\$750	\$1,000	None	\$1,500	\$1,500	1900/3300	800/1300	950/1900				
Per Family	\$1,600	\$3,000	\$3,000	\$1,500	\$2,000	None	\$3,000	\$3,000	3300/10000	5000/10000	No Benefit				
Co-Insurance:	20% Employee											20% Employee	20% Employee		
Employee	\$500	None	None	10%	20%		N/A	N/A	20%	90%	90%	\$1,500	\$1,000		
Dependents	\$1,000	None	None	10%	20%		N/A	N/A	60%	70%	No Benefit	\$3,000 + 1 dependent	\$2,000 + 1 dependent		
												\$4,500 + 2 or more dependents	\$3,000 + 2 or more dependents		
Deductibles:															
Employee	\$300	N/A	N/A	None	\$250	None	None	None	1200/2400	300/600	450/900	\$1,000	\$500		
Dependents	\$600	N/A	N/A	None	\$500	None	None	None	2400/4800	700/1400	No benefit	\$2,000 +1 dependent	\$1,000 + 1 dependent		
												\$3,000 + 2 or more dependents	\$1,500 + 2 or more dependents		
Co-Payments:															
Physician Office Services	None	\$20	\$20	\$15	\$20	\$20	\$15	\$20	\$0	\$20	\$25	\$25	\$20		
Inpatient Services	None	\$200	\$200	90%	80% after deductible	\$200 per confinement	\$250 per admission	10% per admission	\$0	\$250	\$250				
Outpatient Services	None	\$200	\$200	\$90	80% after deductible	\$100 per confinement	\$0	10% per visit	\$0	\$150	\$150				
Emergency Room	None	\$100	\$100	\$50 co-pay; waived if admitted	80% after deductible \$50 co-pay; waived if admitted	\$100 per visit	\$100	\$100	\$0	\$150	\$150	\$100	\$100		
Urgent Care Center		\$25	\$25	100% after \$15 copay	60%	\$20 per visit	\$35	\$35	\$0	\$75	\$75				
Prescriptions:	MedTrak	United Healthcare*		MedTrak		United Healthcare			CIP	MedTrak	MedTrak	Medtrak Services			
Deductibles:															
Employee	None	None	None	None	None	None	None	None	Included in deductible listed above	Included in deductible listed above	Included in deductible listed above	None	None		
Dependents	None	None	None	None	None	None	None	None	Included in deductible listed above	Included in deductible listed above	Included in deductible listed above	None	None		
Co-Payments:															
Employee	Generic - 20% Acute brand name \$20 + 20% Maintenance \$40 + 20%	Retail Pharmacy - \$10 Tier 1, \$25 Tier 2, \$50 Tier 3		For 30-day supply; \$20 +20% (Brand); \$10 Generic. 90 day supplies available through mail order and select retail stores. \$40 +15% (Brand); \$20 Generic		\$7 - generic \$30 - Brand name	Generic – \$10 Formulary – \$30 Non-Formerly – \$50		Generic - FREE Formulary - \$25 Non-Formulary - \$50 Specialty - 20%	Generic – \$10 Formulary – \$25 Non-Formerly – \$50 Specialty – 20%	Generic – \$10 Formulary – \$25 Non-Formerly – \$50 Specialty – 20%	Generic – \$5 Formulary – \$25 Non-Formerly – \$50 Specialty – 20%*			
Dependents	Same as Employee	Same as Employee	Same as Employee	Same as Employee	Same as Employee	Same as Employee	Same as Employee	Same as Employee	Same as Employee	Same as Employee	Same as Employee	Same as Employee	Same as Employee		
Out of Pocket Maximum:															
Employee	\$800	None	None	\$1,500	\$1,500	None	None	None	\$1,500	\$1,500	\$1,500	N/A	N/A		
Dependents	\$1,600	None	None	\$1,500	\$1,500	None	None	None	\$1,500	\$1,500	\$1,500	N/A	N/A		
				Data indicates In-Network benefits only.									\$2,000 max benefit per person per plan yr		
				Data provided for each plan is a generalized statement about that plan and its benefits. All plans have exceptions.											