	Lawrence	Lenexa	Olathe	Overland Park	Shawnee	Topeka	WYCOKCK
	2009	2009	2009	2009	2009	2009	2009
ompensation System Type	Performace Based	Performance		Performance		Management Pay	
ompensation system Type	Terrorimaco passes	Based	5 S.			Plan	
# of Steps to Range Max (if applicable)			N/A	The State of Education Control of the Control of th		21	
# of Years to TOS			N/A			21	
	Varies by dept		Certification pay	A CONTRACTOR STATE		None	
dditional Pay	varies by ucpt		types				
Overtime Calculation	1.5x hourly rate	1.5x hourly rate	1.5x regular rate	40 hour work		14 day week	
A STATE OF THE STA	after 40 hr week	after 8 hrs	for hours worked	week		MARKET CERTIFICATION TO SERVE	
		Man Alexander de la companya del companya del companya de la compa	over 40 in a week			A 3550 TO \$6 150 TO	
						N/A	
ongevity Pay	determined	n/a	None	No		N/A	
	annually					Topeka	WYCOKCK
PRINCIPLE OF SERVICES PARTY OF THE PRINCIPLE OF	Lawrence	Lenexa	Olathe	Overland Park	Shawnee	2009	2009
	2009	2009	2009	2009	2009	2009	2007
rtirement		Elian Company of the Company				VDEDG	
KPERS	Yes	PERSONAL PROPERTY AND ADDRESS OF	Y	Yes		KPERS	
Other	EBUHTE BUTE	Defined Benefit	N	Municipal		N/A	
		plan funded by the		Employees	THE RESERVE TO SERVE THE PARTY OF THE PARTY	DESCRIPTION OF THE PARTY OF THE	
		city. Begins after		Pension Plan		A SERVICE CONTRACT OF SERVICE	
		1000 hrs worked			Since the second second	国産 を得りませる所見ると	
		within a calendar					
	DEVELOPINATION STE	year, based on					
		final avg.		Mortal Carlo No.			
		salary/yrs of				THE RESERVE STATE	
	Control Description	service, vested					
		after 3 years.					
Deferred Compensation	Yes	457 plan	Y-IRS maximum	Yes		ING	
Deterra Company			applies				
Employer Matching	No	Up to 4% of base	up to \$30/pay period	No		No	
Limpsoy at trimming		salary contributed					
		by the employee to		the second second			
		the 457 plan for	the same that th			ALCOHOLOGICAL TRANSPORT	
		the first year of				5 STATE OF S	
		employment.			PLOUS EXCHANGES IN THE		
		· · · · · · · · · · · · · · · · · · ·	CONTRACTOR NO.	The state of the s			
ection 125 Flexible Spending Accounts	Yes	Yes		Yes		Yes	
Health Care (Provide Maximum Election)	5,000	5,000	Yes- IRS	2500		7,000.00	
Treaten Care (Fronce Maximum Executivy)			maximum				
Dependent Care (Provide Maximum Election)	5,000	5,000	Yes- IRS	5000		5,000.00	
Dependent Care a roma manama carring			maximum				
Do you offer Supplemental Health/Long Term Care Insurance	Supplemental	Voluntary	Y	Long Term Care		No	
you offer supplemental frealth bong form care insurance	health onlyl						
Do you offer Tuition Reimbursement?	No	Yes-\$2500/yr	Y - 100% up to	\$2,500/yr		Yes	
you offer Tutton Kennoursement.			\$1500/semester				
Do you have employer paid life insurance? Amount?	Yes, coverage tied	Equal to 1 times	YARA	2.5 x		Yes - 1 1/2 times	
you have employer paid the insurance. Fundam.	to pay grade, 5	annual salary but			25 13 5 5 10 M M M M M M M M M M M M M M M M M M	base salary	
	classes	minimum of					
		\$30,000		A CONTRACT CONTRACTOR			
Do you offer voluntary life insurance?	Yes	Yes	Y	Yes		Yes	
Do you offer a wellness program?	Yes	Yes	N - in progress	Yes		Yes	
you offer a weiliess program:	Lawrence	Lenexa	Olathe	Overland Park	Shawnee	Topeka	WYCOKCK
	2009	2009	2009	2009	2009	2009	2009
	2009	2009				3.696 hrs/ppp	
Vacation Accrual Rate	(C)	11	10	10 days		96 hrs	
1 year (at completion of first year of service)	12	11	15	15 days		120 hrs	
5 years	16	15				144 hrs	
10 years	19	20	15	15 days		168 hrs	
15 years	22	20	18	20 days		1100 IIIS	

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		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 - 3 - 3 - 3	3	1 day
Wellness Days		n/a	0	0	None

	Law		Len		Olat		Overlan 2008	d Park 2009	Shawnee - No 2008	response rec'd 2009	2008	2009	2008	2009
Officer - # of steps to TOS	2008 16 with no comp.,	2009	2008 Performance based	2009 Performance	2008	2009		12	Performance based		-	21 7	2000	7
onneer - # or steps to 105	10 with the example,	to wat no comp	z crioimance nascu	based, merit pool						based, # steps	1000000			
TOS = Top of Scale)	22 with comp	22 with comp		pay						varies with performance				
Officer - # of Years to TOS	8.5 – 17 yrs	8.5 – 17 yrs	Performance based	Performance based	9	13	Н	11	12 Years	No.	21	21	20	20
	1000000			~12 years	No real factors		Digital States		4 yes at each level of P-1, P-2, P-3		122			
Detective - # of steps to TOS	17	17	Perform-based	Perform-based	6	N/A	12	12	Perform-based		-	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		The same of the sa	21	10	11
Sergeant - # of steps to TOS	17	17	1000	Performance Based	3	3	8	8		DE NEAR	21	21		
Sergeant - # of Years to TOS	8.5 years	8.5 years		Performance	3.	3	7	7	OR OTHER		21	21	10	11
				Based	- 01	d.	Overlas	10-1	Chi	wnee	Tor	oeka	WYC	OKCK
	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 bours in court	3 hrs @ 1.0x	3 hrs @ 1.0x	2 hrs @ 1.5x		2 hrs @ 1.0x		1 hr OT min + 1 hr OT travel	1 hr OT min + 1 hr OT travel
Overtime calculated by	8 hour day	8 hour day	8 hour day	8 hour day		hours worked over 40 in a week	40 hour week	40 hour week	8 hour day or		14 day work period	14 day work period	time 8.25 hour day	time 8.25 hour day
	80hrs/14 day period	80hrs/14 day period							10 hour day					
Competencies	comps, with each	Each officer is eligible for up to 6 comps, with each being worth 2.5%. May apply for 1 per year.	either police	No comps, add pays or bonus for either police officer or detective assignments.	day with recruit.	hour OT for each	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.	A 10 10 13	May only collect Helicopter \$1200 Bomb \$600 K-9 \$600 Motorevele \$600 TAC \$600 Narcotics \$600 FTO \$.50/hr	Bomb - K-9 - \$600.00 vr Motocvcle - TAC - Narcotics - Bike Patrol FTO - \$.50/hr	Masters \$1560 Language \$900 Bomb tech \$900 CS11 \$360 CS1 II \$510 FTO \$3000 U-cover \$1200 IA Det. \$1200 K9 \$1800	Education: 12 + hrs \$50/m/ Assoc. \$100/m/ Buchs \$125/m/ Masters \$155/m/
Add Pay	\$1,500 FTO	\$1.500 FTO	Lateral = 4%/yr of service. \$500 employment referral	Lateral = 4%/yr of service. \$500 employment referral	Lateral entry up to 4	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 laterid		Lateral officers = 1 step/2 yrs of service (up to 3 rd yr. step)	Lateral officers = 1 step/2yrs of service (up to 3rd year step)	ID Spec. \$360	bomb tech-\$75/ CSI 1=\$30/mo CSI H=\$42.5/m FTO=\$250/mo U-covr narcotic=\$100/i IA Detective=\$100
Shift Differential				Bilingual		None						1		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	W 1994	None
Longevity Pay	\$4,00/mih 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 = \$169 16 yrs = \$1621 20 yrs = \$1807 25 yrs = \$2126 (per year)	5 yrs = \$46.03 8 yrs = \$73.71 12 yrs = \$101.3 16 yrs = \$140.4 20 yrs = \$156.6 25 yrs = \$194.8 (per month)
Step/Merit/Perform.	Step at 2.5% per step, max of 5% per year.		Perform, based, 3.759 avg for last 2 yrs.	Perform, Based 2009 Merit Increases are:	Determined yearly through the performance based pay plan.	PO pay range has 4% annual steps with 6% steps upon 3, 6, and 10		Step	Performance based, 5% with each career level advancement (Patrol I-III), plas yearly eval, of 0-5%		Step program, %'s varies by years of service.	Step system: Percents varies by years of service:	Step plan, %'s varies by year.	Step plan, %'s vari by year.
Based System			Meets = 1.6-2.9%	Meets: 1.5%		Sgt. pay range has 4% annual steps			- After top out, receives a lump sum each year at annual eval, based on % of salary.					
			Exceeds = 3-4.5 %	Exceeds: 2.5%	2008 = 4%	All other positions are determined yearly through the performance bases pay plan; 2009=4%					1-5 yrs = 4.47% 6.01%	- 1-5 yrs = 4.47% 6.01%	_Patrol Sieps:	Patrol Steps:
			Out, = 4.6-5.5%	Outs.: 2.5% + 1%							6-12 yrs = 1.98 3.70%	% 6-12 yrs = 1.98% - 3.70%	1-2 years 6 3 rd year	1-2 years 3 ^{nl} year

			receives a lump sum each year at annual eval., based on % of	After top out, receives a lump sum cach year at annual eval, bused on #- of salary.						13-20 yrs = 0.25%-1.18%	13-20 yrs = 0.25- 1.18%	15" year 20" year Det./Ngt. Steps: 4.5 % avg. 3-5 ym 6-10 yrs	6" year 11" year 15" year 20" year Dei/Sgt, Stepse 4.5 % avg. 0.5 yrs
						PER SUL						10+ yrs	10+ yes
		rence	Len		Ola		Overlar	nd Park 2009	2008 2009	2008	peka 2009	2008	2009
Life Insurance:	2008 \$20,000	2009 \$20,000	EE (1979)	2009 Equal to 1 times annual salary but minimum of \$30,000	2008 \$10,000	2009 \$10,000	2008 5x salary	5x salary	\$50,000			\$10,000	10,000
Do you offer voluntary life insurance?				\$30,000 Yes		Yes		Yes		Yes	Yes		Yes
Retirement System:	KP&F	KP&F		KP&F		KP&F	100% City paid	100%City paid	KP&F	KP&F	KP&F	KP&F	KP&F
Additional Retirement or matching funds beyond standard 457 plan.	None	None	Defined Benefit plan fur Lenexa's Supplemental \$2 million per year (app	SHEAT STATE OF SHEET STATE	Contribution: City matches 457 plan up	Defined Contribution: City matches 457 plan up to \$30.00/pay period (\$780/yr)	None	None	City of Shawner Defined Benefit Plan 19 Shawner's supplemental Retirement 2006 Actual = \$550,000 2007 Actual = \$577,733 2008 Projected = \$700,000	None None	None	None	None
Yearly Clothing & Equipment Allowance	\$600 Detective	\$600 Detective	\$900 Detective	\$900	\$400-\$500 Detective	Chief-\$550; Captains and Lts \$500; Detectives and others as necessary \$450	\$900 Detective	e-mailed Janet	Det./Staff = \$42.46/pd. (\$110.4/yr), \$125/other yr. for boots.	\$300 Casual Attire or \$600 Prof. Attire	\$300.00 - Casual Attire; \$600.00 Professional Attire	\$910, all sworn personnel above Patrolman II	\$945, all sworn personnel above Patrolman II
Equipment city provides to new recruit	Uniforms	Uniforms	Uniforms	Uniforms	Uniforms	Uniforms	Uniforms	e-mailed Janet	Uniforms Uniforms	Uniforms	Uniforms:	Uniforms	Bio INC
Equipment city provides to new recruit	Lagram.		The second second second	Section (Inc.)	O CONTRACTOR OF THE PARTY OF TH	SHWALE -						Vent = \$500	1000
Total is -uniforms	Total \$ = \$0	Total \$ = \$0	Weapon = \$658 Vest = \$500 Flashlight = \$100+ Boots = \$150+ Total = \$1,408	Weapon = \$658 Vest = \$500 Flashlight = \$100+ Boots = \$150+ Total = \$1,408	Vest = \$500	Weapon = \$658 Vest = \$500 Flashlight = \$100+ Boots = \$150+ Total = \$1,408	Vest = \$500 Weapon = \$658 Total = \$1158		Weapon = \$658 Vest = \$500 Hashlight = \$100+ Boots = \$150+ Total = \$1,408	Weapon = \$658 Vest = \$500 Flashlight = \$100+ Boots = \$150+ Total = \$1,408	Weapon - \$658.00 Vest - 500.00 Flashlight - \$100.00+ Boots - \$150.00+ Total = \$1,408.00	Flashlight = \$100+ Shoes = \$100	
Equipment an officer provides as a recruit	Weapon = \$658 1" vest = \$500 Flashlight = \$100+ Boots = \$150+	Boots = \$150+	Total: \$0	Total: \$()	Total: \$0	Total: \$0	Flashlight = \$100 + Boots = \$150+ Total: \$250	e-mailed Janet	Total: \$0	Total: \$0	None	Weapon = \$658 Boots = \$150 Total = \$808	
Tuition Reimbursement	75% up to \$1,500 per year	Total = \$1,408 75% up to \$1,500 per year	\$2,500, "C" or better	\$2500, "C" or better	75% up to \$1500 per yr.	100% up to \$1500 per year with grade C or better for undergraduate	\$2500 per year	\$2,500/yr	\$3000/yr, "C" for undergrad, "B" for graduate.	\$1,000 per yr., "C" better	\$1,000.00 per year - Grade C or better	"C" or better, 6 credit hours at Assoc. = \$50/hr Bach. = \$75/hr Mast = \$100/hr	
		THE REAL PROPERTY.				or B or better for Masters				100		- 24 (MM)	The state of
Do you offer supplemental health/long term care insurance?						or B or better for	a de la companya de l	Long Term Care		No	No	310011	yes, 100% ee lor term care paid
insurance? Do you offer a wellness program?				Yes		or B or better for		Yes		Yes	Yes	310011	term care paid No
insurance? Do you offer a wellness program? Do you offer Section 125 Flexible Spending Accounts?				Yes Yes		or B or better for							term care paid
insurance? Do you offer a wellness program?						or B or better for		Yes		Yes	Yes		term care paid No
Do you offer a wellness program? Do you offer Section 125 Flexible Spending Accounts? (Yes/No)				Yes		or B or better for Masters Y N Y		Yes Yes 2500 5000		Yes Yes 7,000.00 5,000.00	Yes Yes 7,000.00 5,000.00		term care paid No Yes \$4,000
Do you offer a wellness program? Do you offer Section 125 Flexible Spending Accounts? (Yes/No) Health Care (Provide Maximum Election)		wrence		Yes 5000 5000 enexa		or B or better for Masters Y N Y IRS maximum Y- IRS maximum		Yes Yes 2500 5000	Shawnee 2009	Yes Yes 7,000.00 5,000.00	Yes Yes 7,000.00 5,000.00	WY	term care paid No Yes \$4,000 \$5,000
insurance? Do you offer a wellness program? Do you offer Section 125 Flexible Spending Accounts? (Yes/No) Health Care (Provide Maximum Election) Dependent Care (Provide Maximum Election)	La 2008	wrence 2009	2008	Yes 5000 5000	Oi 2008	or B or better for Masters Y N Y- IRS maximum Y- IRS maximum	Overl. 2008	Yes Yes 2500 5000	Shawnee 2009	Yes Yes 7,000.00 5,000.00	Yes Yes 7,000.00 5,000.00		term care paid No Yes \$4,000
Do you offer a wellness program? Do you offer Section 125 Flexible Spending Accounts? (Yes/No)Health Care (Provide Maximum Election)Dependent Care (Provide Maximum Election) Vacation:				Yes 5000 5000 enexa		or B or better for Masters Y N Y IRS maximum Y- IRS maximum		Yes Yes 2500 5000 and Park 2009	2008 2009	Yes Yes 7,000.00 5,000.00 T 2008	Yes Yes 7,000.00 5,000.00 6opeka 2009	WY0 2008	term care paid No Yes \$4,000 \$5,000
Do you offer a wellness program? Do you offer Section 125 Flexible Spending Accounts? (Yes/No)Health Care (Provide Maximum Election)Dependent Care (Provide Maximum Election)	2008		2008	Yes		or B or better for Masters Y N Y Y- IRS maximum Y- IRS maximum athe 2009	2008 10 15	Yes Yes 2500 5000 and Park 2009	2008 2009 14* 17*	Yes Yes 7,000.00 5,000.00 12 12	Yes Yes 7,000.00 5,000.00 5,000.00 10 12 15	WY0 2008	term care paid No Yes \$4,000 \$5,000
Do you offer a wellness program? Do you offer Section 125 Flexible Spending Accounts? (Yes/No)Health Care (Provide Maximum Election)Dependent Care (Provide Maximum Election) Vacation: 1 year	2008	2009	2008 13 15 19	Yes 5000 5000 mexa 2009 11 15 20	2008 10 15	or B or better for Masters Y N Y-IRS maximum Y-IRS maximum athe 2009 10 15	2008 10 15 20	Yes Yes 2500 5000 and Park 2009 10 15	2008 2009 14* 17* 21*	Yes Yes 7,000.00 5,000.00 12 15 18	Yes Yes 7,000.00 5,000.00 5,000.00 opeka 2009 12 15 18	WY0 2008 15 20 20	term care paid No Yes \$4,000 \$5,000
Insurance? Do you offer a wellness program? Do you offer Section 125 Flexible Spending Accounts? (Yes/No) Health Care (Provide Maximum Election) Dependent Care (Provide Maximum Election) Vacation: 1 year 5 years	2008 12 16	2009	2008 13 15	Yes 5000 5000 1000 1000 1000 1000 1000 100	2008 10 15	or B or better for Masters Y N Y Y- IRS maximum Y- IRS maximum athe 2009	2008 10 15	Yes Yes 2500 5000 and Park 2009	2008 2009 14* 17*	Yes Yes 7,000.00 5,000.00 12 12	Yes Yes 7,000.00 5,000.00 5,000.00 10 12 15	WY0 2008	term care paid No Yes \$4,000 \$5,000

											and the same of the same	earner w		
26+ years	25	25	20	20	20	20	25	25	* see table		27 (25-29 vrs) 30 (30+ vrs)	27 (25-29 vrs) 30 (30+ vrs)	30	
Max Accumulation	320 hours	320 hours	240 hours	240 hours	320 2x annual	320 2x annual rate	400 (20 years)	2x annual rate	Unlimised, man use 80 firs per year if +3 yrs	13 TO	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%	W. 3 (A)
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	SE VI
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%, 10+ 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	CANTAL I
Paid Holidays	9	9	9	9	10.5	10.5	8	8	10	a kess	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	I	3	3		A STATE OF THE PARTY.	2 days per yr	2 day per year	5 (sick leave)	
Wellness Days	1/6months w/o	1/6months w/o	2 (70% of Cooper	2 (70% of Cooper	N/A	N/A	N/A	None	N/A	-7-12 -	1 day (3 max)	1 day (3 max)	1 day = no nick leave between Jan 1*-June	
Fitness Days	l heart rate/BP fitness test	sick day + 840. 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-		N/A	
Emergency Days	6 w/ approval	6 w/ approval	4 funeral	5 for Bereavement	5 funeral	5 funeral	3 funeral	3 funeral	Vacation or sick	- 80	3 Funeral or Emergency	3 Funeral or Emergency	N/A	
	The second secon	тепсе		nexa		athe		and Park		2009	2008	peka 2009	2008	2009
Shift Bid Process	Shifts are bid on	Shifts are bid on		2009 Shifts (officers and		Shift bids by	2008 Shifts are bid once per year by seniority	2009 Shifts are bid once	2008 Bid once per year, for 3 month		Shift bid by seniority, 2 times	Shift bid by	Shifts are bid once per year by	
	4 months; days off are determined by	4 months; days of are determined by		by seniority every 2 mths, also bid	CONTROL OF THE PROPERTY OF THE	seniority, every 4 months. 1 year in advance	Shift schedules vary by team assignments, some	Shift schedules vary by team assignments, some	rotations throughout the		per year	times per year	seniority.	seniority.
	scheduling.	scheduling.	for districts and cars.	for districts and cars.			rotate throughout year.	rotate throughout year,	year.					
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			Name and Party			N/A		
Master Patrol			24	23	40	N/A						N/A		100000
Temporary Assign. Detectives	17	17	12*		16	17				6	30	34	50	DILL CONTRACT
Corporals	4.6.	1.7.	12	10	N/A	N/A	100				25	23		
Sergeants	15	15	12	12	16	18	25	26	DESCRIPTION OF THE PERSON OF T	11	40	40	42	
Lieutenants			4	4	3	4	4	4		4	10	9	0	MININE IN TER
Captains	6	6	3	3	6	6	12	12		3	5	6	22	
Majors			Bell Jin La		2	0	7	7			4	4	11	
Assist/Deputy Chief	No. of Concession, Name of Street, or other Persons, Name of Street, or ot				0	0.	4	3	202	1	2	2	Captains and	Captains and
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	Le's and above		Lt's and above Self-Admin.	Lt's and above	above Self-Admin.	above Self-Admin
Academy	Self-Admin.	Self-Admin.	JCCC	JCCC	JCCC	JCCC	JCCC	Jece	Direct		Patrol	administered	Patrol	Oca Auma
Special Units and Assignments:	Parrol Investigations		Patrol Investigations		Patrol Investigations		Patrol Support		Investigations		Investigations		Investigations	
	SRO		Technology		SRO		Tactical		SRO		Bike Patrol		Polygraph	
	NRO .		Drug Unit		TAC		Investigations		Crime Stoppers		Helicopter		Training	
	CAU		SRO		Trattic		Investigations Support	t.	Polygraph		K-9		Traffic	
	Dive Team		Warrants		Hostage Crisis Team		Communications		Housing Officer		Drug Unit		Helicopter	
	Honor Guard		K-9		K-9		Technology		Honor Guard		SRO		K-9 Mounted Patrol	
AND THE RESERVE OF TH	Traffic Unit		Traffic Directed Patrol		Honor Guard Crang Unit		Administration Homeland Security		Gung Unit		DARE		CVSA	
	M-Squad Training Unit		DARE DARE		Crang Cour		Bomb Unit		Traffic		Crime Stoppers		Bike patrol	
	Drug Unit		Tactical		3660		Dive Team		K-9		SIU		SRO	
	Bike pateol		Total Communication of the Com		- 100		WMD Unit		Bike pairol				Foot patrol	
	Motorcycle		175		2000		K-9				F 150.50		TAC	
	Sec. Co.				CARAGO		Color Guard						Drug Units	
	The same of the sa				William Town		Honor Guard						Homeland Security	
	The second second						The second second second						Colone Lich	
					TENTY OF		DARE/COPPS/SRO				28.340		Crime Lab Cold Case	
							DARE/COPPS/SRO Traffic Bike patrol				1		Crime Lab Cold Case	

A CONTRACTOR OF THE PARTY OF TH	Law	rence	THE REAL PROPERTY.	Overl	and Park		accessed to	L	enexa		Kansas	City	1000	Sh	awnee		666		Olath	е	YROM				peka	
Health Insurance:	U. III Gliebbacholos	BS KS	11 111	The state of the s	Healthcare	V.			y Healthcare	7.	United Hea	Ithcare	7524		Aetna		100	10.00	Aetn	a					BS KS	No. 1
		009			2009		A DESIGNATION OF THE PERSON OF		2009	PARTY.	2008				2008		TO SEE		2009					2	800	
														-			CIP	%	PPO/POS	%	НМО	%	Base	%	Buy-Up	%
	PPO	%	HMO	%	PPO/POS	%	HMO	14.83%	PPO/POS \$123	28.28%	PPO/POS \$0	0.00%	HMO \$0	0.00%	PPO/POS \$0	0.00%	\$10	- CO-1	\$40	6.63%	\$60		\$0		\$35	7.92%
Employee Employer Contribution	\$350	0.00%	\$30 \$361	7.67% 92.33%	\$35 \$415	THE REAL PROPERTY.	\$62 \$356		\$312	71.72%	\$421	100.00%		100.00%		100.00%	\$564		\$564	93.37%	\$564		\$407		\$407	92.08%
Employer Contribution	ψοσο	100.0076	φοστ	02.0070	4110	Obstall 10	4000	00.1730															***		4000	44.000/
Employee + Spouse	\$134	19.79%	\$140	17.05%		27.94%	\$135		\$280	34.44%	N/A		N/A		N/A	N III N	N/A		N/A N/A		N/A N/A		\$247 \$407	37.77% 62.23%	\$332 \$407	
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		INIA		φ407	02.2070	Ψισι	00.0770
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	15, 21	N/A		\$180	30.66%	\$247	
Employee + Child Employer Contribution	\$604		\$617	83.04%		72.16%	N/A		N/A		N/A		N/A		N/A		N/A		N/A		N/A	2/14	\$407	69.34%	\$407	62.23%
Employer Community	4001									Laborate St.										10.000	4050	04.040/	0405	49.88%	\$535	56.79%
Family	\$212		\$193	17.02%	-	27.89%	\$185		\$388		\$187	16.00%	\$110	The state of the s	\$166			15.78%	\$260 \$1,094	19.20%	\$350	24.24% 75.76%	\$405 \$407	50,12%	\$407	
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	00.00%	\$1,054	13.10%	\$407	30,1270	4107	40.2170
Retiree	\$280	79.94%	\$166	42.46%	\$225	50.00%	\$426	100.00%	\$444	100.00%	\$421	100.00%	\$167	50.00%			\$10	1.83%	\$40	6.63%	\$60		\$336			100.00%
Employer Contribution	\$70		\$225			50.00%	ψ+20	0.00%		0.00%	\$0	NAME OF TAXABLE PARTY.	\$167	The second second	only of		\$537	98.17%	\$564	93.37%	\$564	90.38%	\$0	0.00%	\$0	0.00%
Employer commoduen	1	20.00.0								MA IO	ELLEND'S			MINIE	the	ė s		-	1111		21/4		0040	100.00%	6770	100.00%
Retiree + Spouse		100.00%	\$596	72.59%	\$720		\$797	100.00%	\$829	100.009		100.00%	N/A		10 0	i i	N/A N/A		N/A N/A		N/A N/A		\$646 \$0		\$770	
Employer Contribution	\$0	0.00%	\$225	27.41%	\$225	23.81%	0	0.00%		0.009	\$0	0.00%	N/A		in in in	å	N/A		N/A		19/7		ΨΟ	0.0070	-	0.0010
Retiree + Children	\$753	100.00%	\$518	69.72%	\$630	73.68%	N/A		N/A		N/A		N/A		plan	90	N/A	EL VIII	N/A		N/A		\$572			100.00%
Employer Contribution	\$0		\$225	30.28%	\$225	-	N/A		N/A		N/A		N/A	I I I Van	OM #	BW	N/A		N/A		N/A		\$0	0.00%	\$0	0.00%
Employer commedia		Digital State				MERC							1		he HMO p	ts .		10.000	4000	10.000	0000	04.040	0000	100.00%	\$070	100.00%
Retiree Family	\$865	THE RESERVE THE PARTY NAMED IN COLUMN 2 IN	\$909		\$1,080		\$1,288	100.00%	\$1,339	100.009	\$1,073		\$755 \$167		£ "		\$205 \$1,094		\$260 \$1,094	19.209	\$350 \$1,094		\$008		\$0	
Employer Contribution	\$217	20.04%	\$225	19.84%	\$225	17.24%	o	0.00%		0.009	6 \$0	0.00%	\$107	18.1176			\$1,094	04.2270	φ1,054	00.007	ψ1,00	70,707		0.0070		
	-			10000							Park I was			1		100										
Dental Coverage:	Lav	vrence		Over	land Park			1	enexa	-	Kansas	City		S	hawnee		The Land		Olati	ne					opeka	The first
Domai Corolago.		BS KS		Delt	ta Dental			Covent	ry Healthcar	е	Delta D	ental		Del	ta Dental				Delta D	ental		100		Delt	a Dental	200
	\$		\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%
Employee		- Total V	\$0				\$8		ó la		\$0		\$0				12.5		\$0 \$22	0.009	% \$0°	0.00%	6			
Employer Contribution	1		\$28	100.00%	-		\$39	82.989	-		\$30	100.009	\$27	100.00%	· i				\$22	100.00	92.0	100.007				
Employee + 1 Depend.	+		\$32	53.22%	red.		\$15	16.859	red.		N/A		N/A		9.0				N/A		N/A				_	
Employer Contribution	+	Ė	\$28		offe		\$74		offer		N/A		N/A		#			a	N/A		N/A	4			plan	
ampio) or o o mine and i		plan.			000				S			E41 654		RULE	S			health plan	044	10.500	C4.	10 500				
Employee + 2 or more		health	\$63		E		\$22		=		\$14		\$56		<u> </u>		DV Inc.	€	\$14 \$73		% \$14 % \$73		6		#	
Employer Contribution	-	ea	\$28	31.10%	plan		\$109	83.219	plan		\$71	83.919	\$27	32.01%	pla			Jes	Ψ/3	00.72	Ψ/1	00.72			je i	
Retiree	+	5	\$28	100.00%			\$54	100.009			\$30	100.009	6 \$30	100.00%	<u> </u>			=	\$0	0.00	% \$1	0.009	6		.⊆	
Employer Contribution	+	프	\$0		ental		954	0.009	ti ti		\$0				and and				\$22	100.00	% \$2:	2 100.009	16		Pe	
projer contribution		Included			de		Talla		Ď			Y.		Total Ist	b			Included	4174		617	A			Include	
Retiree + 1 Dependent		2		100.00%	one		\$102	100.009	and her		N/A		N/A		one			C)	N/A N/A		N/A				io io	
Employer Contribution	-	Jul 1	\$0	0.00%	9		-	0.009	0		N/A		N/A	1				드	N/A		19//				=	
Retiree + 2 or more	+		\$01	100.00%	Only		\$150	100.009	Only		\$85	100.009	% \$9	100.009	Only		1		\$14	16.58	% \$1	4 16.589	%			
Employer Contribution	+		\$0	The second second second second	0		4130	0.009	6		\$0			_					\$73	83.42	% \$7	3 83.42	1/6			
	-						TO SOTO							THE REAL PROPERTY.	Strangeringer											

lealth Insurance Details	BCBSKS	United H	ealthcare	Coventry H	lealthcare	United Healthcare		Aetna		Aetna	BCBSKS - Blue Choice				
	2009	20	09	200		2008		2008		2009		20	08		
SHAPE OF SHAPE SHAPE	PPO	HMO	POS	HMO	PPO	PPO	HMO	POS	CIP	PPO	HMO	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				
													STATE OF THE PARTY OF		
or Member	0000	\$1,500	\$1,500	6750	61,000	News	P4 E00	\$1,500	1900/3300	800/1300	950/1900				
er Family	\$1,600	\$1,500	\$3,000		\$1,000 \$2,000		\$1,500 \$3,000	\$3,000	3300/10000		No Benefit				
a r.samiy	\$1,000	ψ0,000	φ3,000	\$1,500	\$2,000	INOTIE	\$3,000	φο,σοσ	3300/10000	3000/10000	140 Delient				
o-Insurance:	20% Employee			13 Marie 19 19 19 19 19 19 19 19 19 19 19 19 19							XXII DATAN MERITA	20% Employee	20% Employee		
nployee	\$500	None		The state of the s	20%		N/A	N/A	20%		90%	\$1,500	\$1,000		
ependents	\$1,000	None	None	10%	20%	The Superior	N/A	N/A	60%	70%	No Benefit		\$2,000 + 1 depend		
	THE STREET SHAPE			A SECTION OF		Maria Salar Sa	(4) 100 100 100 100 100 100 100 100 100 10						\$3,000 + 2 or more		
eductibles:			Carlotte Control									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		\$1,000 + 1 depend		
						Ministration of the second		TO DESCRIPTION OF THE PARTY OF				\$3,000 + 2 or more	\$1,500 + 2 or more		
		A COLOR OF THE PARTY					The part of the St. St.					dependents	dependents		
The Residence of the Local Division in the L	26-176-12 P. P. S.		ACT NEW YORK	WILLIAM STATE		The state of the s	with the same	THE RESERVE THE PARTY NAMED IN				The state of the s	CONTRACTOR OF THE STREET		
o-Payments:	New					000	045	000	00	000	tor	DECEMBER OF THE PARTY OF THE PA			
nysician Office Services patient Services	None	\$20 \$200				\$200 per confinement	\$15	\$20	\$0		\$25 \$250	\$25			
utpatient Services	None	\$200					\$250 per admissi	on 10% per admission 10% per visit	\$0		\$150				
arpatient der vides	TVOITO:	ψεου	φεου	950	80% after deductible	\$100 per commemon	90	10 % per visit	ΨΟ	ψ150	ψ130				
				\$50 co-pay; waived if	\$50 co-pay; waived if		Dog St.								
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				
Company of the last of the last												AND DESCRIPTION OF THE PERSON NAMED IN	Name and Address of the Owner, where the Party of the Owner, where the Owner, which the Own		
Prescriptions:	MedTrak	United He	ealthcare*	Med	Trak	United Healthcare			CIP	MedTrak	MedTrak	Medtrak	Services		
eductibles:						INTERNATION IN			District Co. Co.						
eductioles:															
		men and atom				E 100 8 10 10	SAME BUTTON	MA COUNTRY	Included in deductible	Included in deductible	Included in deductible		10 / 10 P 15 A		
mployee	None	None	None	None	None	None	None	None	listed above	listed above	listed above	None	None		
The same of the late of the same of the same of	THE PERSON NAMED IN							All Desired	N. W. W. WALLEY VALVANCE SERVICE			Mark Bridge Park			
									Included in deductible	Included in deductible			LANGE HE WE		
ependents	None	None	None	None	None	None	None	None	listed above	listed above	listed above	None	None		
o-Payments:															
or symens.					N. Carlotte			No. of Participants					THE RESERVE		
	Marie Carlo			The last of the		Difference of the	SERVICE T		THE REAL PROPERTY.		Commence of the last of the la	No. of Part of Street, or other parts of the last of t			
	Generic - 20%	Mary State of State o			The second		A STATE OF THE PARTY OF THE PAR								
	Acute brand name	D + 11 D1	10 Ti - 1 005 Ti - 0	For 30-day supply; \$2	0 +20% (Brand); \$10		Ge	eneric – \$10	Generic - FREE	Generic – \$10	Generic – \$10		c - \$5		
mployee	\$20 + 20%		10 Tier 1, \$25 Tier 2, Tier 3	Generic. 90 day supp mail order and select re	iles available through	\$7 - generic	For	mulary - \$30	Formulary - \$25	Formulary - \$25	Formulary – \$25	Non-Form	ry - \$25		
	Maintenance \$40 +	\$50	Her 5	(Brand); \$2		\$30 - Brand name	Non-F	Formerly - \$50	Non-Formulary - \$50 Speciality - 20%	Non-Formerly – \$50 Specialty – 20%	Non-Formerly – \$50 Specialty – 20%	Specialt			
	20%	Part of the second		(Diana), wa	o deneno	great statement	19-18-18 19 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		Speciality - 2076	Opecialty - 2076	Opecially - 2076				
		A CONTRACT		BERLEVIN CO.			SHIPS N								
The state of the s		The state of the state of	1 - 17 - 15		THE RESERVE TO SERVE		Company of the last of the	THE RESERVE OF THE				Medical de la casa	ALCOHOLD BY		
ependents	Same as Employee	Same as Employee	Same as Employee	Same as Employee	Same as Employee	Same as Employee	Same as Employ	ee Same as Employe	Same as Employee	Same as Employee	Same as Employee	Same as Employee	Same as Employe		
ut of Pocket Maximum:															
nployee	\$800	None	None	\$1,500	\$1.500	None	None	None	\$1.50	0 \$1,500	\$1,500	N/A	N/A		
ependents		None	None	\$1,500	\$1,500	None	None	None	\$1.50	0 \$1,500	\$1,500	N/A	N/A		
ALL DESIGNATION OF THE PARTY OF				4,000				IS DEED LED US	41,00				PERSONAL PROPERTY.		
		La Carrier		The Later of the l		LA CHARLES IN	and the second	The second second					Control of the		
NAME OF TAXABLE PARTY.		DATA TO SE			Data indi	cates In-Network be	nefits only.	The last terms of the last ter	VINE PROPERTY	MATERIAL IN		*\$2,000 max benefit	oer person per plan		
				The second second second	The state of the s										
						statement about that		THE RESIDENCE OF STREET				ME AND THE STATE OF			