

General Fund (Current Before Hiring a 2nd Chief)	14 Shifts/ Week	Hourly Rate	Annual Pay Rate	21 PTO Days (5WKS)	Housing Allowance	FICA (7.65%)	W/C (4.00%)	Health, Dental, Vision, and Disability	Retirement (25%)	Subtotal Pay & Benefits COSTS
Payments To Chief Kinniry	4		\$60,000		\$14,400				\$15,000	\$130,194
Payments For Chief Kinniry (that Steve & AJ says shouldn't count as part of compensation)				\$8,084		\$6,310	\$3,299	\$20,100	\$3,000	

General Fund (Proposed AFTER Hiring a 2nd Chief)	14 Shifts/ Week	Hourly Rate	Annual Pay Rate	21 PTO Days (5WKS)	Housing Allowance	FICA (7.65%)	W/C (4.00%)	Health, Dental, Vision, and Disability	Retirement (20%)	Subtotal Pay & Benefits COSTS
Payments To Chief Kinniry	4		\$52,900		\$14,400				\$10,580	\$114,846
Payments For Chief Kinniry (that Steve & AJ says shouldn't count as part of compensation)				\$8,084		\$5,767	\$3,015	\$20,100	\$0	

Base Pay Was \$52,400 as Assistant Chief (May 2016)	\$52,400									(\$15,347)
Previously Approved Cost of Living Adjustment 0.3% in FY17	\$157									
COLA Adjusted Baseline w/o Promotion	\$52,557									

<u>Proposed Changes (at 4 Shifts/Week)</u>	<u>Cost Increases as Chief</u>			<u>Proposed Decreases to Asst Chief</u>			<u>Asst Chief 2015 vs Future</u>		
	<u>2015</u>	<u>Current</u>	<u>Difference</u>	<u>Current</u>	<u>Proposed</u>	<u>Difference</u>	<u>Current</u>	<u>Proposed</u>	<u>Difference</u>
Salary Baseline	\$52,400	\$60,000	\$7,600	\$60,000	\$52,900	(\$7,100)	\$52,400	\$52,900	\$500
PTO Days (16 in 2016, 21 in 2017 & 2018)	\$6,159	\$8,084	\$1,925	\$8,084	\$8,084	\$0	\$6,159	\$8,084	\$1,925
Housing Allowance	\$14,400	\$14,400	\$0	\$14,400	\$14,400	\$0	\$14,400	\$14,400	\$0
FICA Tax (Employer 7.65%)	\$5,581	\$6,310	\$729	\$6,310	\$5,767	(\$543)	\$5,581	\$5,767	\$185
Workman's Compensation (Employer 4%)	\$2,918	\$3,299	\$381	\$3,299	\$3,015	(\$284)	\$2,918	\$3,015	\$97
Health, Dental, Vision Employee & Spouse	\$20,100	\$20,100	\$0	\$20,100	\$20,100	\$0	\$20,100	\$20,100	\$0
Temporary Disability Insurance	\$0	\$3,000	\$3,000	\$3,000	\$0	(\$3,000)	\$0	\$0	\$0
Retirement Contribution (25% to 20%)	\$13,100	\$15,000	\$1,900	\$15,000	\$10,580	(\$4,420)	\$13,100	\$10,580	(\$2,520)
Grand Total Costs for Chief Kinniry	\$114,959	\$130,494	\$15,534	\$130,194	\$114,846	(\$15,347)	\$114,659	\$114,846	\$187

Severance Payment/Consideration for Contract Change				\$5,000	\$5,000		ONE TIME ONLY	\$5,000
FICA & W/C Cost as Consideration for Contract Change				\$583	\$583		ONE TIME ONLY	\$583
								\$9,770

A PROPOSAL FOR CHIEF KINNIRY TO KEEP HIS CURRENT PAY & ALLOWANCES

General Fund (Proposed AFTER Hiring a 2nd Chief)	14 Shifts/ Week	Hourly Rate	Annual Pay Rate	21 PTO Days (4WKS)	Housing Allowance	FICA (7.65%)	W/C (4.00%)	Health, Dental, Vision, and Disability	Retirement (25%)	Subtotal Pay & Benefits COSTS
Payments To Chief Kinniry	5		\$60,000		\$14,400				\$15,000	
Payments For Chief Kinniry (that Steve & AJ says shouldn't count as part of compensation)				\$8,084		\$6,310	\$3,299	\$20,100	\$0	\$132,776
Severance Payment/Consideration for Contract Change/Terminate Contract			\$5,000			\$383	\$200			