Fire Department Benefits Compensation - Current Plan With FPPA Increase																						
Contribution	2020 Employee	2020 Employer	2021 Employee	2021 Employer	2022 Employee	2022 Employer	2023 Employee	2023 Employer	2024 Employee	2024 Employer	2025 Employee	2025 Employer	2026 Employee	2026 Employer	2027 Employee	2027 Employer	2028 Employee	2028 Employer	2029 Employee	2029 Employer	2030 Employee	2030 Employer
FPPA 401	11.00%	8.00%	11.50%	8.50%	12.00%	9.00%	12.00%	9.50%	12.00%	10.00%	12.00%	10.50%	12.00%	11.00%	12.00%	11.50%	12.00%	12.00%	12.00%	12.50%	12.00%	13.00%
FPPA 457	0.00%	3.00%	0.00%	3.00%	0.00%	3.00%	0.00%	3.00%	0.00%	3.00%	0.00%	3.00%	0.00%	3.00%	0.00%	3.00%	0.00%	3.00%	0.00%	3.00%	0.00%	3.00%
FPPA Disability	1.40%	1.40%	1.40%	1.40%	1.40%	1.40%	1.40%	1.40%	1.40%	1.40%	1.40%	1.40%	1.40%	1.40%	1.40%	1.40%	1.40%	1.40%	1.40%	1.40%	1.40%	1.40%
Medicare	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
FICA	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	**13.85%**	**13.85%**	**14.35%**	**14.35%**	**14.85%**	**14.85%**	**14.85%**	**15.35%**	**14.85%**	**15.85%**	**14.85%**	**16.35%**	**14.85%**	**16.85%**	**14.85%**	**17.35%**	**14.85%**	**17.85%**	**14.85%**	**18.35%**	**14.85%**	**18.85%**

Police Department Benefits Compensation - Current Plan With ICMA																						
Contribution	2020 Employee	2020 Employer	2021 Employee	2021 Employer	2022 Employee	2022 Employer	2023 Employee	2023 Employer	2024 Employee	2024 Employer	2025 Employee	2025 Employer	2026 Employee	2026 Employer	2027 Employee	2027 Employer	2028 Employee	2028 Employer	2029 Employee	2029 Employer	2030 Employee	2030 Employer
ICMA-RC	5.60%	8.60%	5.60%	8.60%	5.60%	8.60%	5.60%	8.60%	5.60%	8.60%	5.60%	8.60%	5.60%	8.60%	5.60%	8.60%	5.60%	8.60%	5.60%	8.60%	5.60%	8.60%
Medicare	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
FICA	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%
Total	**13.25%**	**16.25%**	**13.25%**	**16.25%**	**13.25%**	**16.25%**	**13.25%**	**16.25%**	**13.25%**	**16.25%**	**13.25%**	**16.25%**	**13.25%**	**16.25%**	**13.25%**	**16.25%**	**13.25%**	**16.25%**	**13.25%**	**16.25%**	**13.25%**	**16.25%**

Police Department Benefits Compensation - Proposed Plan with FPPA																						
Contribution	2020 Employee	2020 Employer	2021 Employee	2021 Employer	2022 Employee	2022 Employer	2023 Employee	2023 Employer	2024 Employee	2024 Employer	2025 Employee	2025 Employer	2026 Employee	2026 Employer	2027 Employee	2027 Employer	2028 Employee	2028 Employer	2029 Employee	2029 Employer	2030 Employee	2030 Employer
FPPA	11.00%	8.00%	11.50%	8.50%	12.00%	9.00%	12.00%	9.50%	12.00%	10.00%	12.00%	10.50%	12.00%	11.00%	12.00%	11.50%	12.00%	12.00%	12.00%	12.50%	12.00%	13.00%
FPPA affliation fee	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%
Medicare	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
FICA	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%
Total	**20.40%**	**17.40%**	**20.90%**	**17.90%**	**21.40%**	**18.40%**	**21.40%**	**18.90%**	**21.40%**	**19.40%**	**21.40%**	**19.90%**	**21.40%**	**20.40%**	**21.40%**	**20.90%**	**21.40%**	**21.40%**	**21.40%**	**21.90%**	**21.40%**	**22.40%**

All other Town Employees Benefits Compensation with ICMA																						
Contribution	2020 Employee	2020 Employer	2021 Employee	2021 Employer	2022 Employee	2022 Employer	2023 Employee	2023 Employer	2024 Employee	2024 Employer	2025 Employee	2025 Employer	2026 Employee	2026 Employer	2027 Employee	2027 Employer	2028 Employee	2028 Employer	2029 Employee	2029 Employer	2030 Employee	2030 Employer
ICMA 401a	4.00%	7.00%	4.00%	7.00%	4.00%	7.00%	4.00%	7.00%	4.00%	7.00%	4.00%	7.00%	4.00%	7.00%	4.00%	7.00%	4.00%	7.00%	4.00%	7.00%	4.00%	7.00%
Medicare	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
FICA	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%
Total	**11.65%**	**14.65%**	**11.65%**	**14.65%**	**11.65%**	**14.65%**	**11.65%**	**14.65%**	**11.65%**	**14.65%**	**11.65%**	**14.65%**	**11.65%**	**14.65%**	**11.65%**	**14.65%**	**11.65%**	**14.65%**	**11.65%**	**14.65%**	**11.65%**	**14.65%**

Summary of Total Benefits Compensation																						
Employee Group/Plan	2020 Employee	2020 Employer	2021 Employee	2021 Employer	2022 Employee	2022 Employer	2023 Employee	2023 Employer	2024 Employee	2024 Employer	2025 Employee	2025 Employer	2026 Employee	2026 Employer	2027 Employee	2027 Employer	2028 Employee	2028 Employer	2029 Employee	2029 Employer	2030 Employee	2030 Employer
Fire - Current Plan	13.85%	13.85%	14.35%	14.35%	14.85%	14.85%	14.85%	15.35%	14.85%	15.85%	14.85%	16.35%	14.85%	16.85%	14.85%	17.35%	14.85%	17.85%	14.85%	18.35%	14.85%	18.85%
PD - Current Plan	13.25%	16.25%	13.25%	16.25%	13.25%	16.25%	13.25%	16.25%	13.25%	16.25%	13.25%	16.25%	13.25%	16.25%	13.25%	16.25%	13.25%	16.25%	13.25%	16.25%	13.25%	16.25%
PD - Proposed Plan (FPPA)	20.40%	17.40%	20.90%	17.90%	21.40%	18.40%	21.40%	18.90%	21.40%	19.40%	21.40%	19.90%	21.40%	20.40%	21.40%	20.90%	21.40%	21.40%	21.40%	21.90%	21.40%	22.40%
All Other Emp. Current Plan	11.65%	14.65%	11.65%	14.65%	11.65%	14.65%	11.65%	14.65%	11.65%	14.65%	11.65%	14.65%	11.65%	14.65%	11.65%	14.65%	11.65%	14.65%	11.65%	14.65%	11.65%	14.65%

ATTACHMENT D