

Fire Department Benefits Compensation - Current Plan With FPPA Increase																							
Contribution	2020		2021		2022		2023		2024		2025		2026		2027		2028		2029		2030		
	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	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%	12.50%	12.00%	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%	18.35%	14.85%	18.85%	18.85%	

Police Department Benefits Compensation - Current Plan With ICMA																						
	2020	2020	2021	2021	2022	2022	2023	2023	2024	2024	2025	2025	2026	2026	2027	2027	2028	2028	2029	2029	2030	2030
Contribution	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	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		2021		2022		2023		2024		2025		2026		2027		2028		2029		2030	
FPPA	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer
FPPA affiliation fee	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%	12.50%	12.00%	12.00%	13.00%
Medicare	1.70%	1.70%	1.70%	1.70%	1.70%	1.70%	1.70%	1.70%	1.70%	1.70%	1.70%	1.70%	1.70%	1.70%	1.70%	1.70%	1.70%	1.70%	1.70%	1.70%	1.70%	1.70%
FICA	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	20.35%	17.35%	20.85%	17.85%	21.35%	18.35%	21.35%	18.85%	21.35%	19.35%	21.35%	19.85%	21.35%	20.35%	21.35%	20.85%	21.35%	21.35%	21.85%	21.35%	21.35%	22.35%

All other Town Employees Benefits Compensation with ICMA																							
	2020		2021		2022		2023		2024		2025		2026		2027		2028		2029		2030		
Contribution	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	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	2020	2021	2021	2022	2022	2023	2023	2024	2024	2025	2025	2026	2026	2027	2027	2028	2028	2029	2029	2030	2030
	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	Employer	Employee	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%	18.35%	14.85%	18.85%	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%	16.25%	13.25%	16.25%	16.25%
PD - Proposed Plan (FPPA)	20.35%	17.35%	20.85%	17.85%	21.35%	18.35%	21.35%	18.85%	21.35%	19.35%	21.35%	19.85%	21.35%	20.35%	21.35%	20.85%	21.35%	21.35%	21.85%	21.35%	22.35%	22.35%
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%	14.65%	11.65%	14.65%	14.65%