

Footnotes:

\*To be consistent with the State Controller's Report guidelines for 2018 we report only "normal retirement cost, which is the cost of benefits earned by employees in any given year and does not include unfunded liabilities."

Field Descriptions:

Base Pay	Regular wages, paid time off (vacation, sick, etc.), non-pensionable general wages, and retroactive pays
Overtime	Overtime, standby, call back, and comp time payouts
Sick and Vacation Payouts	Vacation leave payouts and sick leave payouts upon retirement for eligible employees
Other Cash Compensation	Premium pays, certification pays, higher class pays, taxable reimbursements, stipends, benefits "in-lieu" payments, supplemental pays, non-pensionable lump sums, non-pensionable retention pay, performance bonuses, hiring referral program pays, commute incentives, and wellness incentives
Defined Contribution Plan Contributions	City paid defined contribution plan contributions, including 401(a), PTC, and Tier 3 contributions
Medical, Dental, Vision	City payments for medical insurance, dental insurance, employee assistance program, benefits administration fee, and vision insurance
Retirement Contributions	City retirement contributions for pension and retiree healthcare (normal cost)
Long-Term Disability, Life, Medicare	City paid long term disability, life insurance, life insurance admin fees, and Medicare
Misc. Employment Related Costs	City paid legal services fees and commuter administrative fees