

Date: June 20, 2011

POLICE OFFICER**2011-12 WAGE SURVEY ANALYSIS FORM**

<b>CITIES</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>
Columbus	\$17.010	\$23.570
Fremont	\$17.007	\$23.936
Grand Island	\$17.804	\$24.888
Kearney (2145 hrs/yr)	\$17.625	\$24.801
Norfolk	\$16.933	\$23.533
North Platte	\$17.210	\$23.440
Scottsbluff	\$16.320	\$22.650
<b>Subtotal</b>	\$119.909	\$166.818
<b>MEAN</b>	\$17.130	\$23.831
<b>MIDPOINT</b>	\$17.010	\$23.570
<b>Subtotal</b>	\$34.140	\$47.401
<b>TARGET-HOURLY</b>	\$17.070	\$23.701
<b>TARGET-ANNUAL</b>	<b>\$35,505.60</b>	<b>\$49,298.08</b>

**Mean:** arithmetic average of the survey responses; add the responses and divide by the number of responses.

**Midpoint:** response that is in the middle determined by counting the number of responses. If there is an odd number, the midpoint is the response in the middle with an equal number of responses above and below it. If there is an even number of responses, the midpoint is calculated by averaging the two middle responses that have an equal number of responses above and below them.

**Target:** average of the mean and midpoint

<b>CALCULATED 2011-12 WAGE RATES</b>							
<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>
1 yr	1 yr	1 yr	1 yr	1 yr	1 yr	1 yr	Top
\$17.070	\$17.753	\$18.463	\$19.202	\$19.970	\$20.769	\$21.600	\$23.701

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 City Administrator

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 FOP President

Attachment A

Date: June 20, 2011

POLICE SERGEANT

**2011-12 WAGE SURVEY ANALYSIS FORM**

<b>CITIES</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>
Columbus	\$20.450	\$28.290
Fremont	\$19.687	\$27.703
Grand Island	\$22.283	\$30.533
Kearney	\$21.828	\$30.714
Norfolk	\$20.273	\$28.212
North Platte	\$21.300	\$28.750
Scottsbluff	\$19.490	\$27.060
<b>Subtotal</b>	\$145.311	\$201.262
<b>MEAN</b>	\$20.759	\$28.752
<b>MIDPOINT</b>	\$20.450	\$28.290
<b>Subtotal</b>	\$41.209	\$57.042
<b>TARGET-HOURLY</b>	\$20.605	\$28.521
<b>TARGET-ANNUAL</b>	<b>\$42,858.40</b>	<b>\$59,323.68</b>

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**Target:** average of the mean and midpoint

<b>CALCULATED 2011-12 WAGE RATES</b>							
<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>
1 yr	1 yr	1 yr	1 yr	1 yr	1 yr	1 yr	Top
\$20.605	\$21.429	\$22.286	\$23.177	\$24.104	\$25.068	\$26.071	\$28.521

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City Administrator

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FOP President

## Attachment A

Date: June 17, 2011

**2011-12 HEALTH INSURANCE SURVEY ANALYSIS FORM  
(% paid by employee)**

<b>CITIES</b>	<b>SINGLE</b>	<b>FAMILY</b>
Columbus	7.00%	16.00%
Fremont	5.00%	13.86%
Grand Island	16.00%	16.00%
Kearney	17.00%	17.00%
Norfolk	0.00%	20.00%
North Platte	8.00%	16.00%
Scottsbluff	10.00%	16.00%
<b>Subtotal</b>	<b>63.00%</b>	<b>114.86%</b>
<b>MEAN</b>	<b>9.00%</b>	<b>16.41%</b>
<b>MIDPOINT</b>	<b>8.00%</b>	<b>16.00%</b>
<b>Subtotal</b>	<b>17.00%</b>	<b>32.41%</b>
<b>TARGET</b>	<b>8.500%</b>	<b>16.204%</b>
<b>TARGET--Premiums</b>	<b>\$48.22</b>	<b>\$194.45</b>

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**Target:** average of the mean and midpoint

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 City Administrator

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 FOP President