

# AFSCME SALARY & FRINGES

2018

2.5% ↑  
Contract

13.0% ↑

3% ↑  
Admin

\$1/Hr  
Max 40

7.00%  
of 1st  
\$10,000

Paid On  
Sal, Long &  
OT  
Mod Factor  
.80

6.20% 1.45%

Hire Date			ADMIN ONLY					See Allocation Sheet		2018		2.5% ↑ Contract		13.0% ↑		3% ↑ Admin		\$1/Hr Max 40		7.00% of 1st \$10,000		Paid On Sal, Long & OT Mod Factor .80		6.20%		1.45%					
M	D	Y	CLASSIFICATION	19400 U Comp %	19500 Work Comp %	19802 Life Ins AMT	19803 AD&D AMT	19804 LTD AMT	Org	%	Totals	HRLY Rate 2017	HRLY Rate 2018	13000 2018 SALARY	Yrs Svc	18000 OT	19805 LONGEVITY	HC	19600 MEDICAL INSURANCE	19601 HRA	19800 VISION	19801 DENTAL	19700 PENSION	19400 UCOMP	19500 WORKER'S COMP	19802 LIFE INS	19803 AD & D	19804 LTD	19200 FICA	19300 MED	TOTALS
10	10	2016	HR & Risk Management	0.0700	0.0034	15.0900	1.0500	-	01406		18.70	19.17	39,874	2	-	-	M	15,422	1,500	54	736	2,080	700	108	181	13	-	2,472	578	63,718	
5	30	2016	Director PW	0.0700	0.0034	38.7000	2.7000	25.1300	01430		26.44	26.44	55,000	2	-	-	S	7,020	750	44	282	2,080	700	150	464	32	302	3,410	798	71,032	
08	28	1988	Garage Clerk	0.0700	0.0034	15.0900	1.0500	-	01430		18.70	19.17	39,874	30	25	3,120	M	15,422	1,500	54	736	2,080	700	117	181	13	-	2,667	624	67,112	
12	05	1988	Streets Supervisor	0.0700	0.0684	17.8000	1.2400	-	01430		21.70	22.24	46,259	30	5,000	3,120	M	15,422	1,500	54	736	2,080	700	2,976	214	15	-	3,372	788	82,235	
11	04	1996	Mechanic	0.0700	0.0684	17.0300	1.1900	-	01430		20.69	21.21	44,117	17	200	2,420	M	15,422	1,500	54	736	2,080	700	2,557	204	14	-	2,898	678	73,580	
02	09	2010	Operator	0.0700	0.0684	15.4800	1.0800	-	01430		20.53	21.04	43,763	3	2,000	-	M	15,422	1,500	54	736	2,080	700	2,504	186	13	-	2,837	664	72,459	
09	26	2011	Utility Worker	0.0700	0.0684	15.8700	1.1100	-	01430		19.66	20.15	41,912	7	3,000	-	M	15,422	1,500	54	736	2,080	700	2,458	190	13	-	2,785	651	71,501	
04	20	2015	Utility Worker	0.0700	0.0684	15.8700	1.1100	-	01430		19.66	20.15	41,912	3	2,000	-	M	15,422	1,500	54	736	2,080	700	2,403	190	13	-	2,723	637	70,370	
09	21	2015	Utility Worker	0.0700	0.0684	15.8700	1.1100	-	01430		19.66	20.15	41,912	3	1,000	-	M	15,422	1,500	54	736	2,080	700	2,348	190	13	-	2,661	622	69,239	
07	12	2016	Utility Worker	0.0700	0.0684	15.8700	1.1100	-	01430		18.66	20.15	41,912	2	2,000	-	M	15,422	1,500	54	736	2,080	700	2,403	190	13	-	2,723	637	70,370	
10	24	2016	Utility Worker	0.0700	0.0684	15.0900	1.0500	-	01430		18.66	20.15	41,912	2	1,000	-	M	15,422	1,500	54	736	2,080	700	2,348	181	13	-	2,661	622	69,228	
9	30	2017	Utility Worker	0.0700	0.0684	15.0900	1.0500	-	01430		18.66	19.15	39,832	1	1,000	-	M	15,422	1,500	54	736	2,080	700	2,234	181	13	-	2,532	592	66,875	
Total											478,405	17,225	8,660	161,237	15,750	584	7,644	22,880	7,700	22,498	2,373	166	302	31,266	7,312	784,001					
04	29	2013	Utility Worker	0.0700	0.0684	15.8700	1.1100	-	01450	100	19.66	20.15	41,912	5	500	-	M	15,422	1,500	54	736	2,080	700	2,321	190	13	-	2,630	615	68,673	
10	07	2010	City Services Clerk	0.0700	0.0034	15.0900	1.0500	-			18.70	19.17	39,874	8	100	-	M	15,422	1,500	54	736	2,080	700	109	190	13	-	2,478	580	63,836	
03	24	2014	Meter Reader	0.0700	0.0684	15.4800	1.0800	-			19.17	19.65	40,872	4	500	-	M	15,422	1,500	54	736	2,080	700	2,264	186	13	-	2,565	600	67,491	
08	03	2015	Dir WW & WWTP Plants	0.0700	0.0034	35.6000	2.4800	23.1100			22.12	22.12	46,000	3	-	-	S	7,020	750	44	282	2,080	700	125	427	30	277	2,852	667	61,255	
Total											126,746	600	-	37,863	3,750	152	1,755	6,240	2,100	2,498	803	56	277	7,895	1,847	192,582					
06430 50 % Allocation											63,373	300	-	18,932	1,875	76	877	3,120	1,050	1,249	402	28	139	3,948	923	96,291					
08430 50 % Allocation											63,373	300	-	18,932	1,875	76	877	3,120	1,050	1,249	402	28	139	3,948	923	96,291					
09	30	1992	Water Operator	0.0700	0.0684	16.6400	1.1600	-	06448	100	20.53	21.04	43,763	26	4,500	3,120	M	15,422	1,500	54	736	2,080	700	2,812	200	14	-	3,186	745	78,831	
11	05	2012	Water Operator	0.0700	0.0684	16.6400	1.1600	-	06448	100	20.53	21.04	43,763	6	4,500	-	S	7,020	750	54	736	2,080	700	2,641	200	14	-	2,992	700	66,150	
Total											87,526	9,000	3,120	22,442	2,250	108	1,472	4,160	1,400	5,453	399	28	-	6,178	1,445	144,981					
08	28	1995	Sewer Plant Operator	0.0700	0.0684	16.6400	1.1600	-	08428	100	18.70	21.04	43,763	23	1,500	2,420	M	15,422	1,500	54	736	2,080	700	2,609	200	14	-	2,956	691	74,646	
10	22	2012	Sewer Plant Operator	0.0700	0.0684	15.8700	1.1100	-	08428	100	19.66	20.15	41,912	6	1,500	-	M	15,422	1,500	54	736	2,080	700	2,376	190	13	-	2,692	629	69,804	
06	05	2017	Utility Worker	0.0700	0.0684	15.0900	1.0500	-	08428	100	0.00	20.15	41,912	1	4,000	-	M	15,422	1,500	54	736	2,080	700	2,512	181	13	-	2,847	666	72,622	
Total											127,587	7,000	2,420	46,265	4,500	162	2,209	6,240	2,100	7,497	571	40	-	8,494	1,987	217,072					

**Grand Totals**      902,050      34,325      14,200      298,650      29,250      1,114      14,552      43,680      14,700      40,374      4,519      315      579      58,936      13,783      1,471,027

**12% EMPE CONTRIBUTION 37,717.98**

**LONGEVITY**  
Section - 10. During the term of this agreement, all employees covered by this agreement other than employees hired on or after January 1, 2006 shall receive longevity pay by the following rates:  
1 through 5 years of service \$100 flat  
6 through 10 years of service \$ 50 per year/per year  
11 through 20 years of service \$100 per year/per year  
21 through 24 years of service \$110 per year/per year max \$2,640  
25 plus years of service \$120 per year/per year max \$3,120  
Any Employee hired on or after January 1, 2006 shall not be eligible to receive longevity pay until such employee obtains at least eighteen years of completed service with the employer. Upon attainment of eighteen years of service, such employee shall be entitled to longevity pay as provided in the above schedule at the eighteen year service level. Thereafter, such employee shall be entitled to longevity pay in accordance with the above schedule, at the appropriate level of years of service, including the first eighteen years of service.

**Medical**

15.4%	13.0%
2017	2017
6,273	7,020
13,627	15,422

**Section 1.** The employer shall carry a group hospitalization insurance plan during the contract period, which plan will provide for hospital and surgical benefits, and prescription drugs for employees and their families.  
During the first year of this Agreement, employees shall contribute 10% of the premiums charged to the employer for the group hospitalization insurance plan, vision care plan and dental plan. During the second year of this Agreement, employees shall contribute 12% of the premiums charged to the employer for the group hospitalization insurance plan, vision care plan and dental plan. During the third year of this Agreement, employees shall contribute 12% of the premiums charged to the employer for the group hospitalization insurance plan, vision care plan and dental plan. All employee contributions shall be made through payroll deduction each pay period. The employer shall pay the remainder of the premiums charged for the group hospitalization insurance plan.  
**Section 3.** The employer shall contribute to the vision care plan provided by the union in the following amounts:  
First year - \$4.50  
Second year - \$4.50  
Third year - \$4.50  
In any year that the premium for vision care increases or a better benefit package is found, this section may be reopened by mutual agreement.

	Contract Year 1 January 1, 2017 December 31, 2017 <i>Increase 2.5%</i>	Contract Year 2 January 1, 2018 December 31, 2018 <i>Increase 2.5%</i>	Contract Year 3 January 1, 2019 December 31, 2019 <i>Increase 2%</i>
Supervisor	\$21.70	\$22.24	\$22.68
Operator	\$20.53	\$21.04	\$21.46
Mechanic	\$20.69	\$21.21	\$21.63
Utility Worker	\$19.66	\$20.15	\$20.55
Meter Reader	\$19.17	\$19.65	\$20.04
Clerk	\$18.70	\$19.17	\$19.55

**Section 6.** During the term of this agreement, the employer will contribute \$1.00 per hour worked to a maximum of 40 hours per week for each employee, to a pension plan that is presently established, and each employee will contribute \$.50 per hour compensated, to a maximum of 40 hours per week.

# FIRE DEPARTMENT SALARY & FRINGES

**2018**

Budget Entries

CBA  
2.50% ↑

13.0% ↑

3% ↑

7.00%  
of 1st  
\$9,750

Paid On  
Sal, Long, OT  
Mod Factor  
.80

1.45%

Hire Date			CLASSIFICATION	Worker's Comp %	HRLY RATE 2018 (2,756 hrs) 53 hrs/wk	2018 SALARY	Yrs of Svc	% LONG	\$ LONG	OT	HC	MEDICAL INS	VISION	DENTAL	HRA	UCOMP	WORKER'S COMP	LIFE INS	AD & D	LTD	MED	SALARY, OT, LONGEVITY & FRINGES
M	D	Y																				
2	4	1990	Lieutenant	0.0637	20.31	50,418	28	11	5,546	3,000	M	15,422	110	891	1,500	700	3,005	232	-	-	855	81,679
2	4	1990	Driver	0.0637	19.79	49,132	28	11	5,404	3,000	M	15,422	110	891	1,500	700	2,932	232	-	-	834	80,158
11	15	1998	Interim Chief	0.0637	20.45	50,782	20	11	5,586	3,000	M	15,422	110	891	1,500	700	3,025	232	-	-	861	82,110
3	1	1999	Driver	0.0637	19.70	49,132	19	10.5	5,159	3,000	M	15,422	110	891	1,500	700	2,920	232	-	-	831	79,896
8	29	2005	Driver	0.0637	19.16	49,132	13	7.5	3,685	3,000	M	15,422	110	891	1,500	700	2,844	232	-	-	809	78,325
Longevity Table Changes to Flat Rates Beginning With 7 Years Effective 1/1/2011																						
1	25	2012	Driver	0.0637		49,132	6	0	-	3,000	S	7,020	44	282	750	700	2,657	232	-	-	756	64,573
1	16	2013	Minuteman	0.0637		5,000	5	0	-	-	-	-	-	-	-	500	255	93	-	-	73	5,920
8	25	2015	1st Relief Driver	0.0637		25,000	3	0	-	-	-	7,020	44	282	750	500	1,274	93	-	-	363	35,326
9	1	2015	Minuteman	0.0637		5,000	3	0	-	-	-	-	-	-	-	500	255	93	-	-	73	5,920
4	9	2017	Minuteman	0.0637		5,000	1	0	-	-	-	-	-	-	-	500	255	93	-	-	73	5,920
4	9	2017	Minuteman	0.0637		5,000	1	0	-	-	-	-	-	-	-	500	255	93	-	-	73	5,920
<b>TOTALS</b>						342,727			25,380	18,000		91,148	640	5,019	9,000	6,700	19,676	1,857	-	-	5,599	525,746

25,000 Holiday & Vacation Buybacks  
25,380 Longevity

Total Salary Budget 393,107 Total

CITY PENSION CONTRIBUTION 189,309

12% EMPE CONTRIBUTION 11,617

*Retiree Healthcare*

Griffin	\$150.00
Attenborough	\$300.00
Caldwell	\$300.00

ANNUAL \$9,000.00

**MEDICAL INSURANCE**

The City shall carry a group hospitalization insurance plan during the Contract Term, which plan will provide for hospital and surgical benefits, and prescription drugs for Firefighters and their dependents and shall provide dental and vision care plans for Firefighters and their dependents. The City shall pay the premiums for said plans and the Firefighters shall pay all co-payments or deductibles. Effective January 1, 2016, Firefighters shall contribute twelve percent (12%) of the annual premiums for insurance coverage including: hospitalization, prescription drug, dental and vision, to be paid through monthly payroll deductions.

**Medical**

	15.4%	13%
	2017	2018
Single	6,273	7,020
Multi	13,627	15,422

**Minuteman:**

Base Pay in 2016 - \$2,924.49  
Base Pay in 2017 - \$2,997.61  
Base Pay in 2018 - \$3,072.55

**2018 Rates**

All Firefighters shall receive a pay increase of 2.5% of the prior year's rate in 20

Assistant Chief.....	\$50,782.21
Lieutenant.....	\$50,417.82
Driver	
Step D (after 24 mos. in position).....	\$49,131.74
Step C (after 12 mos. in position).....	\$46,198.99
Step B (after 90 days in position).....	\$45,180.14
Step A (entry level rate).....	\$44,155.00

First Relief Driver shall be paid at an hourly rate of \$13.07 in 2016, \$13.40 in 2017, and \$13.74 in 2018.

**Relief Driver:**

A Minuteman with less than five (5) years of relief driving will be paid \$2016, \$11.99 in 2017, and \$12.29 in 2018.

A Minuteman with greater than five (5) years of relief driving will then be paid a pay rate at Driver – Step A for any subsequent relief driving.

A Minuteman completing ten (10) years of relief driving will be eligible for a pay rate at Driver – Step C for any subsequent relief driving.

**11. PENSION FUND CONTRIBUTIONS**

During the term of this Agreement, the Firefighters agree to contribute to the Firefighters' Pension Fund of the City of Titusville by deduction from gross pay in the amount of 8%. For the purpose of this paragraph, salaries shall include longevity pay as provided in Section 4 (Longevity) of this Contract, but shall not include overtime or callback pay.

Bargaining unit employees hired by the City after January 1, 2011, who are eligible to receive a longevity benefit, shall receive a longevity benefit in accordance with the following schedule:

Years of Service	Annual Longevity Bonus
7	\$1,000.00
8	\$1,100.00
9	\$1,200.00
10	\$1,300.00
11	\$1,400.00
12	\$1,500.00
13	\$1,600.00
14	\$1,700.00
15	\$1,800.00
16	\$1,900.00
17	\$2,000.00
18	\$2,150.00
19	\$2,300.00
20 or more	\$2,500.00

**LONGEVITY.** Effective January 1, 2005, Longevity shall be paid in accordance with the following schedule:

Years of Service	Percentage of Base
7	4.5
8	5.0
9	5.5
10	6.0
11	6.5
12	7.0
13	7.5
14	8.0
15	8.5
16	9.0
17	9.5
18	10.0
19	10.5
20 or more	11.0

Longevity pay will be added to the Firefighter's pay rate and paid each period.

Unused vacation, personal days, or holidays shall be purchased by the City at the Firefighter's prevailing hourly rate including longevity, at the end of each contract year, and said days shall not be carried over to another contract year. All days not used and not specifically designated as 24 hour days shall be paid for based on an 8 hour day. Unused holidays and vacation days shall be paid to Full-time Firefighters and the First Relief Driver by December 15 of each year based upon their unused accumulation as of December 1. Unused sick days will be paid to the Full-time Firefighters and the First Relief Driver by January 15 of the following year based upon the number of days over the maximum allowed accumulation on December 31 of the previous year at a rate of \$15.00 per day. The right to sell back vacation days under this Article shall be limited to Firefighters who were full-time before January 1, 2011.

POLICE DEPARTMENT SALARY & FRINGES

2018

Budget Entries

?????  
2.0% ↑  
Contract

Paid On  
Sal, Rank Pay,  
Long, OT

GL	Hire Date			JOB CLASSIFICATION	HRLY	2018 SALARY	Rank Pay	Yrs of Svc	FLSA Est on 2016 Hrs	% LONG on 2017 Salary	\$ LONG	OT	HC	MEDICAL INS	VISION	DENTAL	HRA	EMPR PENSION CONT	UCOMP	WORKER'S COMP	LIFE INS	AD & D	LTD	FICA	MED	TOTAL
01410	8	18	1996	Captain	29.21	57,522	3,245	22	350	11.00	6,684	17,000	M	15,422	110	891	1,500		700	3,587	232	16	360	-	1,225	108,844
01410	5	17	1998	Sergeant	28.64	57,522	2,040	20	250	11.00	6,552	12,000	M	15,422	110	891	1,500		700	3,318	232	16	352	-	1,133	102,038
01410	9	27	2000	Lieutenant	28.86	57,522	2,500	18	250	10.00	6,002	10,000	M	15,422	110	891	1,500		700	3,229	232	16	355	-	1,102	99,832
01410	7	25	2001	Patrolman	27.65	57,522	-	17	250	9.50	4,976	10,000	M	15,422	110	891	1,500		700	3,080	232	16	340	-	1,051	96,090
01410	10	2	2006	Detective	28.64	57,522	2,040	12	250	7.00	4,169	1,000	M	15,422	110	891	1,500		700	2,750	232	16	352	-	939	87,893
01410	8	28	2006	Patrolman	27.65	57,522	-	12	250	7.00	4,027	9,000	M	15,422	110	891	1,500		700	2,997	232	16	340	-	1,023	94,029
01410	11	5	2012	Patrolman	24.47	50,907	-	Not Eligible Until 11/5/2019	-	-	7,000	-	M	15,422	110	891	1,500		700	2,460	232	16	311	-	840	80,388
01410	9	8	2014	Patrolman	24.47	50,907	-	Not Eligible Until 9/8/2021	-	-	5,000	-	-	-	-	-	-		700	2,375	232	16	291	-	811	60,332
01410	2	2	2015	Patrolman	23.68	49,261	-	Not Eligible Until 2/2/2022	-	-	4,000	-	M	15,422	110	891	1,500		700	2,263	232	16	282	-	772	75,449
01410	7	15	2016	Chief	-	72,000	-	No Eligibility	-	-	-	-	M	15,422	110	891	1,500		700	3,059	232	41	450	-	1,044	95,449
<b>TOTALS</b>						<b>568,206</b>	<b>9,825</b>		<b>1,600</b>		<b>32,410</b>	<b>75,000</b>		<b>138,795</b>	<b>992</b>	<b>8,018</b>	<b>13,500</b>		<b>7,000</b>	<b>29,118</b>	<b>2,322</b>	<b>187</b>	<b>3,433</b>	<b>-</b>	<b>9,939</b>	<b>900,345</b>

34,010

10% EMPE CONTRIBUTION 14,781

339,905

Mod Factor

0.80

Pers Buybacks 13,250  
Shift differential 10,000  
Rank Pay 9,825  
FLSA 2,000

Total Salary Budget 603,281

	2017	2018
Single	6273	7,020
Multi	13627	15,422

Medical

EXHIBIT C	FY 2017	DATE HIRE	YRS OF SVC	BASE YRLY	HRLY RATE	% OF BASE	AMOUNT
CICCARELLI	8/18/1996	21	\$ 58,533.12	\$ 28.14	2080	11.0%	\$ 6,438.64
DULEY	10/14/1996	22	\$ 55,288.12	\$ 26.58	2080	11.0%	\$ 6,081.89
ROOT	5/17/1998	19	\$ 57,328.12	\$ 27.56	2080	10.5%	\$ 6,019.45
RUSSELL	9/27/2000	17	\$ 57,788.12	\$ 27.78	2080	9.5%	\$ 5,489.87
SLAGLE	7/25/2001	16	\$ 55,288.12	\$ 26.58	2080	9.0%	\$ 4,975.93
PETERSON	11/10/2002	15	\$ 55,288.12	\$ 26.58	2080	8.5%	\$ 4,699.49
MADDEN	8/28/2006	11	\$ 55,288.12	\$ 26.58	2080	6.5%	\$ 3,593.73
LEGOULLON	10/2/2006	11	\$ 57,328.12	\$ 27.56	2080	6.5%	\$ 3,726.33
			\$ 452,129.96				\$ 41,025.13

Effective January 1, 2012, Police Officers shall contribute 10% of the annual premiums for all health insurance coverage provided by the City, including hospitalization, prescription drug, dental and vision, to be paid through monthly payroll deductions. In each year, the City shall pay the remaining balance of the premiums for said Plan. A summary of the health insurance Plan currently carried by the City for Police Officers is attached as Exhibit 10A and incorporated herein.

5. LONGEVITY. Longevity shall be paid as a percentage of the base salary, in a lump sum on the anniversary of the hire date of the Officer, and in accordance with the following schedule:

Years of Service	Percentage of Base
7	4.5
8	5.0
9	5.5
10	6.0
11	6.5
12	7.0
13	7.5
14	8.0
15	8.5
16	9.0
17	9.5
18	10.0
19	10.5
20 or more	11.0

Exhibit C illustrates the calculation of longevity for selected Officers for the calendar year 2012. To ensure compliance with the Fair Labor Standards Act (FLSA), the overtime implication of the longevity bonus is to be calculated as follows:

The longevity bonus is divided by the total number of hours worked by the Officer during the preceding year. The resulting quotient is the longevity bonus per hour worked. The longevity bonus per hour worked is then multiplied by the total number of overtime hours worked in the preceding year. That product is multiplied by .5 to determine the additional compensation required under the FLSA.

EXHIBIT A-2014  
PAY SCHEDULE FOR LABOR AGREEMENT  
(FOUR YEAR TERM 2014 - 2017)  
EFFECTIVE JANUARY 1, 2014

YR	STEP	TIME	2014	2015	2016	2017
1	A	0 - 12 months	\$40,949.01	\$41,767.99	\$42,603.35	\$43,455.42
2	B	13 - 24 months	\$43,989.67	\$44,869.46	\$45,766.85	\$46,682.19
3	C	25 - 36 months	\$45,510.00	\$46,420.20	\$47,348.60	\$48,295.57
4	D	37 - 48 months	\$47,030.31	\$47,970.92	\$48,930.34	\$49,908.95
5	E	49 - 60 months	\$48,550.65	\$49,521.66	\$50,512.09	\$51,522.33
6	F	61 - 72 months	\$50,070.97	\$51,072.39	\$52,093.84	\$53,135.72
7	G	73 - 84 months	\$51,591.29	\$52,623.12	\$53,675.58	\$54,749.09
Max	H	85 months or more	\$53,141.22	\$54,204.04	\$55,288.12	\$56,393.88

RANK	RANK PAY*
CAPT	\$3,245
LTN	\$2,500
Detective	\$2,040
SARG	\$2,040

Retiree Healthcare	
\$300/month <65	
DOB \$100/month >=65	
2/10/1954 Campbell	3,600
4/19/1947 Anderson	1,200 *Medicare supplement
7/27/1951 Wellman	1,200 *Medicare supplement
8/6/1971 Roofner	3,600
8/25/1954 Thomas	3,600
	<b>13,200</b>

13. PERSONAL DAYS. Each Police Officer shall have fourteen (14) personal days per year during the term of this Agreement. Personal days shall be scheduled by the Department Head after a request from an Officer.

Personal days shall be granted based upon seniority and in keeping with the personnel needs of the Department. Pay for Personal Days not taken shall be in accordance with the following schedule:  
8 days @ \$23.00 per hour  
9 days @ \$21.00 per hour  
10 days @ \$19.50 per hour  
11 days @ \$18.25 per hour  
12 days @ \$17.00 per hour

Police Officers hired on or after January 1, 2005 shall by payroll deduction make a monthly contribution to the Police Pension Fund in an amount equal to 7% of each such Officer's total monthly pay.