

EXHIBIT "D"

FRINGE BENEFITS SECTION

2. ANNUAL LEAVE – VACATION

Vacation time is intended to benefit the employee and serve as a time of mental and physical refreshment; therefore, employees are encouraged to use their vacation time.

Vacations are determined for employees assigned to full or part time positions by length of continuous service. The following schedule will determine the number of hours earned per month, yearly, and accumulation totals. Annual leave may not be taken by new employees during the first six (6) months of their employment and shall be limited to one week during the remaining six (6) months of the year.

POLICE AND GENERAL EMPLOYEES

LENGTH OF SERVICE	MONTHLY ACCRUALS	YEARLY ACCRUALS	DAYS ACCRUED	MAXIMUM ACCRUAL
0 - 9 years	6.67 hrs	80 hrs	10	160 hrs
9 - 14 years	10 hrs	120 hrs	15	240 hrs
Over 14 years	13.34 hrs	160 hrs	20	240 hrs

FIRE DEPARTMENT EMPLOYEES

LENGTH OF SERVICE	MONTHLY ACCRUALS	YEARLY ACCRUALS	DAYS ACCRUED	MAXIMUM ACCRUAL
0 - 9 years	10 hrs	120 hrs	5	240 hours
9 - 14 years	14 hrs	168 hrs	7	336 hours
Over 14 years	18.67 hrs	224 hrs	9.34	336 hours

Part-time employees who are employed throughout the year and work on a basis of one-half (1/2) a normal week shall receive vacation time proportioned to their average work week.

Upon separation from service for any cause, an employee shall be paid a lump sum payment for any accumulated vacation time with the final paycheck.

Vacation shall not be used to extend a date of retirement or termination date unless specifically approved by the City Manager.

Vacation leave and holiday leave may not be used for the same work shift.

Sick and Emergency Leave will not be substituted for scheduled vacation leave. The only exception will be employees who have a verifiable workers compensation injury and are under doctor's orders to remain off work. Employees who are on pre-approved vacation schedule and get injured on the job prior to the use of the vacation time to the extent that by doctor's orders they must remain off work during the period in which the vacation time was scheduled, may reschedule their annual vacation.

3. SICK AND EMERGENCY LEAVE

In all cases where applicable, leave will be subject to and designated by the City of Joplin as FMLA leave and counted against an eligible employee's FMLA leave entitlement. All situations which are eligible under the FMLA will be governed by the rules and regulations stated in section 3B (Fringe Benefits), FMLA. Only those situations which do not meet the eligibility requirements for the FMLA, will be governed by the Sick and Emergency Leave policy.

Sick leave with pay shall be granted to an employee only when the employee is unable to perform their duties due to the reason of personal sickness or injury; except an employee shall be granted sick leave for necessary medical, dental and optical examination and treatment provided that sick leave granted for such reasons shall not exceed the actual time necessary for examination or treatment.

An employee who is absent for a period of more than three (3) consecutive working days or consistently for shorter periods and requests sick leave to cover such absences may be required to furnish a doctor's certificate as a condition of granting, attesting to the fact that the employee's absence has been due to personal sickness or injury.

Employees will be allowed to use Sick Leave when there is illness in the family requiring the attendance of the employee. The employee may be required to furnish the employees immediate supervisor with a written reason of why the attendance was necessary. The list below shall be a description of the members of the family an employee will be allowed to use Sick Leave for. This list may be expanded in circumstances that would be impractical to deny the employee their attendance to the family member. The expansion of the list must be done a case by case basis and approved by the Personnel Director.

1. Spouse
2. Child
3. Parent
4. Brother/Sister (Emergency Only)

5. Father/Mother
6. Father/Mother-in-Law (Emergency Only)
7. Fiancé or Fiancée
8. Legal Guardian
9. Other persons who are dependent upon the employee for their care and maintenance

This shall include all step and half relatives for the above-mentioned family members.

Employees who use Sick Leave must notify their Supervisor prior to the beginning of each workday or as soon as possible thereafter. All regular full-time employees shall accrue sick leave at the rate of one (1) day for each month of service or major fraction thereof.

Part-time employees who are employed throughout the year and work on a basis of on half (1/2) a normal work week shall receive sick leave proportioned to their average work week.

When an employee is absent from work due to Sick or Emergency Leave, the employee's time off from work shall be charged to the employees accrued sick leave balance.

Temporary/seasonal and contract employees shall not accrue sick leave.

A seasonal/temporary employee who is retained as a regular full-time employee without a break in service shall accrue sick leave from date of temporary employment.

Sick Leave shall accrue from the date of full-time appointment or retroactive to date of employment for seasonal/temporary employees.

Unused sick leave shall be accumulated and available for an employee's future use.

On separation for the City's service, an employee shall not be entitled to receive reimbursement for accrued sick leave. A Tier II Police or Fire employee who elects to terminate on February 28, 2020 and reinstate on February 29, 2020 shall not forfeit their unused sick leave.

Any employee discovered misusing the sick leave privileges will be subject to discipline.

The minimum amount of Sick Leave to be charged shall be one (1) working hour. Sick Leave shall not be used to extend the date of retirement.

9. GROUP HOSPITAL AND MEDICAL BENEFITS

The City of Joplin will provide health benefits to full time regular employees and their dependents and part time employees and dependents who do not have a break in service and average thirty (30) hours per week through policies purchased either from a commercial insurance carrier, or through a self-funding program. Coverage begins on the

first day of the month following one (1) complete month of City employment. Individual employee premiums are paid in full by the City of Joplin. Dependent premiums will be paid monthly in advance and in full by the employee. Other health benefits may be available as described in the Flexible Benefit Plan and may be purchased by the employee. A Tier II Police or Fire employee who elects to terminate on February 28, 2020 and reinstate on February 29, 2020 will not have a break in service for purposes of Group Hospital and Medical benefits coverage and eligibility.

11. RETIREMENT PROGRAMS

A. Missouri Local Government Employees Retirement Systems (LAGERS) The City of Joplin participates in the LAGERS pension system and employee participation is mandatory for the following employees:

General Employees, who are not part-time/temporary working less than 1500 hours annually, will be enrolled in the LAGERS L-6 pension plan.

Sworn Police Employees and Uniformed Fire Employees hired on or after February 1, 2020, who are not part-time/temporary working less than 1500 hours annually, will be enrolled in the LAGERS L-11 pension plan.

Eligibility begins on the first date of employment. Additional information, including the plan provisions, can be reviewed at www.molagers.org

B. CITY OF JOPLIN SWORN POLICE OFFICERS AND FIREFIGHTERS PENSION PLAN

This plan is mandatory for all sworn Tier I Police Officers and Firefighters of the Joplin Police and Fire Departments and Tier II Police Officers and Firefighters of the Joplin Police and Fire Departments who elect not to transition to LAGERS on February 29, 2020. This plan was frozen to new hires effective February 01, 2020. Eligibility begins on the first day of employment. Additional information regarding the plan and the plan provisions are available on the City's intranet.

13. DISABILITY AND INCOME PROTECTION PLANS

A. LAGERS

LAGERS provides a non-duty and duty disability benefit for eligible employees. LAGERS also provides a duty death benefit. Eligibility and plan provisions can be reviewed at www.molagers.org

B. POLICE AND FIRE PENSION PLAN

The Police and Fire Pension Plan provides a non-duty and duty disability benefit for eligible employees. The Police and Fire Pension Plan also provides a non-duty and duty death benefit. Eligibility and plan provisions can be reviewed on the City's intranet.

C. LONG TERM DISABILITY PLAN

The City of Joplin provides a long-term disability benefit for all employees eligible for LAGERS. The Police and Fire Pension Plan also provides a long-term disability benefit for all employees covered by the Pension Plan. Details regarding plan benefits, eligibility, and other plan provisions can be found on the City's intranet.

18. LONGEVITY PAY

Longevity pay shall be for full-time employees based exclusively on years of unbroken continuous service. Continuous service shall be defined as uninterrupted period of service with the City that is not marked by resignation, dismissal, reduction of work force, unauthorized or unexcused absenteeism, or similar circumstances. A Tier II Police or Fire employee who elects to terminate on February 28, 2020 and reinstate on February 29, 2020 will not have a break in service for purposes of Longevity Pay.

Compensation for the number of years of service shall commence from the date of employment of the last unbroken period of employment for the number of years serviced set forth as follows:

1. Employees with an annual base salary excluding longevity of less than \$30,000:

After 5 years through 10 years	\$ 300 per year
After 10 years through 15 years	\$ 600 per year
After 15 years through 20 years	\$ 900 per year
After 20 years through 25 years	\$1,200 per year
After 25 years through 30 years	\$1,500 per year
After 30 years through 35 years	\$1,800 per year
Each 5 year period thereafter, an additional	\$ 300 per year

2. Employees with an annual base salary excluding longevity of \$30,000 or greater:

After 5 years through 10 years	1% of annual salary
After 10 years through 15 years	2% of annual salary
After 15 years through 20 years	3% of annual salary
After 20 years through 25 years	4% of annual salary
After 25 years through 30 years	5% of annual salary
After 30 years through 35 years	6% of annual salary
Each 5 year period thereafter, an additional	1% of annual salary