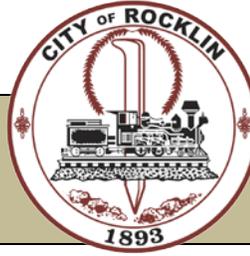


# BENEFITS SUMMARY



## Public Safety Management Employees

<b>Term of Agreement</b>	September 21, 2013 through December 31, 2017					
<b>Compensation</b>						
<b>Salary Increases</b>	<p><u>Sworn</u></p> <p>01/01/2015      3.5 % Increase Employee to contribute 5.25% towards individual employee's retirement contribution.</p> <p>01/01/2016      3.5% Increase Employee to contribute 7% towards individual employee's retirement contribution.</p> <p>01/01/2017      4% Increase Employee to contribute 9% towards individual employee's retirement contribution.</p>					
<b>Health and Welfare</b>						
<b>Health</b>	\$1,093 per month – City contribution (remaining premium, if any, paid by employee)					
<b>Dental</b>	City Paid - Employee \$67.11, Employee + Spouse \$115.11, Employee + Children \$108.34, Employee + Family \$162.51					
<b>Vision</b>	City Paid – Employee \$7.60, Employee + 1 Dependent \$13.70, Employee + Family \$19.60					
<b>Flexible Spending</b>	<p>The City will make available this plan pursuant to IRS Section 125. Allows payroll deduction of pre-tax dollars for:</p> <ul style="list-style-type: none"> <li>• Health Care Expenses (\$2,550 max)</li> <li>• Dependent Care Expenses (\$5,000 max)</li> </ul>					
<b>Medicare</b>	1.45% tax (Paid by employer and employee.)					
<b>Life and AD&amp;D Insurance</b>	<table border="1" style="width: 100%;"> <tr> <td style="text-align: center;">Hired BEFORE 7/1/2012:</td> <td style="text-align: center;">Hired 7/1/2012 or AFTER (Tier II Employees):</td> </tr> <tr> <td style="text-align: center;">\$200,000</td> <td style="text-align: center;">Police Lieutenant:      \$100,000</td> </tr> </table>		Hired BEFORE 7/1/2012:	Hired 7/1/2012 or AFTER (Tier II Employees):	\$200,000	Police Lieutenant:      \$100,000
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\$200,000	Police Lieutenant:      \$100,000					
<b>Long Term Disability</b>	Up to 60% of pre-disability earnings, up to the maximum of \$6,000; 90 day waiting period (City paid).					
<b>Short Term Disability (SDI)</b>	.9% tax to maximum taxable wage limit, may adjust annually (City paid).					
<b>Uniform Allowance</b>	The following employees shall receive a uniform allowance of \$36.54 per pay period: Police Lieutenant					

## Reimbursements

**Health Coverage Reduction Incentive**

Employees with less than full family coverage for health, dental, and vision may receive incentive pay of \$75-\$250 per month.

## Retirement & Deferred Compensation

**Deferred Compensation**

457 Plan: Two plans offered – Nationwide and ICMA

Hired BEFORE 7/1/2012:	Hired 7/1/2012 or AFTER (Tier II Employees):
City Match: \$300 per month	Not eligible for City contributions

**Retirement System**

California Public Employee Retirement System (CalPERS)

Hired BEFORE 1/1/2013:	Hired 1/1/2013 or AFTER:
<p><u>Sworn Employees:</u>  <b>CLASSIC PERS</b> Member Formula: 3% @ 50                      Contributions:                      Employer: 19.536% (City Paid)                      Employee: 9% (Employee Contribution 5.25%; City Contribution 3.75%. Effective 1/1/2016, Employee Contribution 5.0%; City Contribution 4.0%. Effective 1/1/2017, Employee Contribution 9%; City Contribution 0%).</p>	<p><u>Sworn Employees:</u>  <b>PEPRA PERS</b> Member Formula: 2.7% @ 57                      Contributions:                      Employer: 12.082% (City Paid)                      Employee: 11.50% (Employee Paid)   <b>CLASSIC PERS</b> member Formula: 3% @ 50                      Contributions:                      Employer: 19.536% (City Paid)                      Employee: 9% (Employee Paid)</p>

**PEPRA PERS** Member: Average of 3 highest years of service compensation.  
 Survivor Benefit: 4<sup>th</sup> Option  
 Credit for Unused Sick Leave: Yes

**CLASSIC PERS** Member: Single Highest Year Compensation  
 Survivor Benefit: 4<sup>th</sup> Option  
 Credit for Unused Sick Leave: Yes

Retiree Health Benefits: If hired prior to May 2003, City pays \$1,093 towards retiree health. Hired in May 2003 or after, City contribution is based on State vesting schedule.

**Social Security**

City Employees do not contribute to Social Security (FICA).

## Leaves

<b>Bereavement Leave</b>	Up to 3 days for designated relatives.																
<b>Management Leave</b>	<p>Employees shall be credited with and have available for use the number of Management Leave hours as established below as of July 1<sup>st</sup> of each year. Management Leave is not cumulative from year to year and may not be cashed out in-lieu of use.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">Hired BEFORE 7/1/2012:</th> <th style="text-align: center;">Hired 7/1/2012 or AFTER (Tier II Employees):</th> </tr> </thead> <tbody> <tr> <td style="padding: 5px;">The City Manager retains the discretion to determine Management Leave based on individual circumstances (not to exceed 80 hours)</td> <td style="padding: 5px;">Police Lieutenant: 40 hours</td> </tr> </tbody> </table>	Hired BEFORE 7/1/2012:	Hired 7/1/2012 or AFTER (Tier II Employees):	The City Manager retains the discretion to determine Management Leave based on individual circumstances (not to exceed 80 hours)	Police Lieutenant: 40 hours												
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<b>Police Leave</b>	<p>Police Lieutenants: 96 hours</p> <p>Police Lieutenants will be credited with ninety-six (96) police leave hours at the beginning of each calendar year, in lieu of holiday time off. Police Lieutenants shall use their police leave hours and be scheduled off during recognized City holidays unless required by their supervisor to work. Police leave hours accrued, but not used by December 31<sup>st</sup> each year, will be cashed out at the employee's base hourly rate and paid to the employee in the pay period following the pay period that includes January 1<sup>st</sup>.</p>																
<b>Sick Leave</b>	<p>12 days (96 hours) per year (Employees may use accrued sick leave only with the approval of the Chief during their first six (6) months of service)</p> <p>At retirement, a portion of sick leave can be cashed out and/or converted to retirement service credit.</p>																
<b>Vacation</b>	<p>Days Earned Per Years of Service:</p> <table style="margin-left: 40px;"> <tr><td>1 year</td><td>12 days</td></tr> <tr><td>2 years</td><td>13 days</td></tr> <tr><td>3 years</td><td>14 days</td></tr> <tr><td>4 years</td><td>15 days</td></tr> <tr><td>5 years</td><td>17 days</td></tr> <tr><td>10 years</td><td>20 days</td></tr> <tr><td>15 years</td><td>22 days</td></tr> <tr><td>20+ years</td><td>24 days</td></tr> </table>	1 year	12 days	2 years	13 days	3 years	14 days	4 years	15 days	5 years	17 days	10 years	20 days	15 years	22 days	20+ years	24 days
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<b>Probationary Period</b>	Initial: 12 months																