

BENEFITS SUMMARY



Public Safety Management Employees

Term of Agreement	September 21, 2013 through December 31, 2017					
Compensation						
Salary Increases	<p><u>Sworn</u></p> <p>01/01/2016 3.5% Increase Employee to contribute 5% towards individual employee's retirement contribution.</p> <p>01/01/2017 4% Increase Employee to contribute 9% towards individual employee's retirement contribution.</p>					
Health and Welfare						
Health	\$1,093 per month – City contribution (remaining premium, if any, paid by employee)					
Dental	City Paid					
Vision	City Paid					
Flexible Spending	<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"> • Health Care Expenses (\$2,650 max for 2018) • Dependent Care Expenses (\$5,000 max) 					
Medicare	1.45% tax paid by employer and 1.45% tax paid by employee.					
Life and AD&D Insurance	<table border="1" style="width: 100%; border-collapse: collapse;"> <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					
Long Term Disability	Up to 60% of pre-disability earnings, up to the maximum of \$6,000; 90 day waiting period (City paid).					
Short Term Disability (SDI)	1.0% tax to maximum taxable wage limit, may adjust annually (City paid).					
Uniform Allowance	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> CLASSIC PERS Member Formula: 3% @ 50</p> <p>Contributions: Employee: 9% (Employee Paid)</p>	<p><u>Sworn Employees:</u> CLASSIC PERS member Formula: 3% @ 50</p> <p>Contributions: Employee: 9% (Employee Paid)</p> <p>PEPRA PERS Member Formula: 2.7% @ 57</p> <p>Contributions: Employee: 11.50% (Employee Paid)</p>

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

CLASSIC PERS Member: Single Highest Year Compensation
 Survivor Benefit: 4th 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

Bereavement Leave	Up to three (3) working shifts for designated relatives. An additional two (2) working shifts may be charged to accrued sick leave.																
Management Leave	<p>Employees shall be credited with and have available for use the number of Management Leave hours as established below as of July 1st 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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Police Leave	<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 31st 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 1st.</p>																
Sick Leave	<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>																
Vacation	<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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Probationary Period	12 months																