

# EXECUTIVES - FIRE AND POLICE CHIEFS ONLY

Effective 1/1/20 to 12/31/22

**Salary increases:** Salary increase effective with the 1st full pay period following the dates outlined:  
12/25/21 = 3.0%

**Special Pays:**

- Auto Allowance** \$400 per month
- Phone Stipend** Up to \$100 per year for equipment  
Up to \$110 per month for usage
- Tuition Reimbursement** \$1,000 per year reimbursed for qualifying educational expenses.

**Health and Welfare:**

Medical Insurance	Coverage Type	City's Monthly Contribution	Employee's Monthly Contribution				
			Kaiser HMO	Kaiser DHMO	Kaiser HDHDP	WHA HMO	WHA HDHP
	Single	\$675.00	\$100.06	\$0.00	\$0.00	\$0.00	\$0.00
	2-party	\$1,350.00	\$200.10	\$0.00	\$0.00	\$0.00	\$0.00
	Family	\$1,795.00	\$266.62	\$0.00	\$0.00	\$0.00	\$0.00

City coverage may be waived for health in-lieu at \$500.00 monthly. Proof of coverage is required.

Dental Insurance	Coverage Type	City's Monthly Contribution	Employee's Monthly Contribution	
			Delta Care HMO	Delta Dental PPO
	Single	\$53.00	\$0.00	\$7.06
	2-party	\$90.00	\$0.00	\$11.52
	Family	\$138.00	\$0.00	\$12.91

Vision Insurance	Coverage Type	City's Monthly Contribution	Employee's Monthly Contribution
	Single	\$0.00	\$7.28
	2-party	\$0.00	\$10.56
	Family	\$0.00	\$18.93

**Life Insurance** \$100,000 of coverage paid for by City  
**AD & D Insurance** \$100,000 of coverage paid for by City

**Accruals and Leaves:**

Vacation Accrual	Option 1		Option 2		Option 3	
	Years of Service	Hours/Year	Years of Service	Hours/Year	Years of Service	Hours/Year
	0-4	120	0-4	152	0-4	168
	5-9	137.14	5-9	169.12	5-9	185.12
	10-12	154.28	10-12	186.32	10-12	202.32
	13-16	171.43	13-16	203.44	13-16	219.44
	17-19	188.57	17-19	220.56	17-19	236.56
	20+	205.71	20+	237.68	20+	253.68
		96		32		0

**Holidays** Employees receive 15 holidays per year.

**Management Leave hours** 104 hours annually on January 1st. Employees may cash out up to 50% of eligible management leave each calendar year. Management leave must be used within the calendar year granted or it will be forfeited

**Retirement and Deferred Compensation:**

PERS	PERS Plan	Final Compensation Calculation	Pre-Tax Employee contribution	Plan available to new hires?
		<b>3.0% @ 50</b>	Single-highest year	14.5%
<b>3.0% @ 55</b>	Three year average	14.5%	Yes with prior PEPRA <sup>1</sup> qualified employment	

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2.7% @ 57	Three year average	17.25%	Yes
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1. PEPPRA is Public Employees' Pension Reform Act 2013 which applies to all public employers and public pension plans which includes CalPERS, CalSTRS, 37 Act Counties and California Independent Public Retirement Plans. The only exclusion is the University of California.

**Sick Leave to Service Credit** All members eligible to convert unused sick leave to retirement service credit at the time of retirement.

**PERS Safety/Fire Chief** 1959 Survivor Benefit is Index at an Employee contribution of \$1.34 per pay period

**PERS Safety/Police Chief** 1959 Survivor Benefit is 4th level at an Employee contribution of \$1.11 per pay period

**Retiree Health Insurance** City contributes up to \$374 a month for retired employees with at least 10 years of service

**Deferred Compensation**

**457** Members are eligible to enroll.

**401(a)** City contributes \$322 per month

Employee contributes \$300 per month