

Unrepresented Non-Management

Effective 7/1/22 to 6/30/24

General Salary Information:

- Salary increases** Salary increase effective with the 1st full pay period following the dates outlined:
8/6/22 = 5%
7/1/23 = 3%
- Phone Stipend** Up to \$100 per year for equipment
Up to \$110 per month for usage

Specialty Pays:

- Bilingual Pay** 3.5% or 4% of employee's salary
- Notary Specialty Pay** 2% of employee's salary
- Dispatch Training Officer Pay** 5% of employee's salary as assigned
- Tree Hazard Pay** 3% of employee's salary (*Park Maintenance Workers assigned to tree crews*)
- Swing Shift Differential Pay** 3% of employee's salary
- Grave Shift Differential Pay** 6% of employee's salary
- Class A or B License Pay** 1.5% of employee's salary for designated classifications
- Fire Investigations Team** 3% of employee's base salary
- Stand By Pay** \$525 per week as assigned
- Tool Allowance** \$600 per year (*Mechanics*)
- Safety Shoe Allowance** \$250 per year as assigned
- Pants Allowance** \$200 per year as assigned; new hires annual amount is pro-rated based on hire date
- Uniform Allowance** \$475 per year for Community Service Officers and Fire Prevention Inspectors
- Tuition Reimbursement** \$2,000 per year

Health and Welfare:

Health Insurance

Coverage Type	City's Max Monthly Contribution	Employee's Monthly Contribution				
		Kaiser HMO	Kaiser DHMO	Kaiser HDHDP	WHA HMO	WHA HDHP
Single	\$728.30	\$128.52	\$0.00	\$0.00	\$0.00	\$0.00
2-party	\$1,456.59	\$257.05	\$0.00	\$0.00	\$0.00	\$0.00
Family	\$1,937.27	\$341.87	\$0.00	\$0.00	\$0.00	\$0.00

City coverage may be waived for health in-lieu at \$500/mo. Proof of coverage is required.

HSA Contribution with HDHP Choice

Carrier	Tier	City Monthly HDHP Contribution	City HSA Monthly Contribution
Kaiser HDHP*	Single	\$690.88	\$37.42
	2-party	\$1,381.78	\$74.81
	Family	\$1,837.76	\$99.51
WHA HDHP*	Single	\$519.64	\$208.66
	Family	\$1,382.30	\$554.97

If an NCEX employee chooses a High Deductible Health Plan (HDHP*), they are eligible to enrolled in a Health Savings Account (HSA). The city will contribute these amounts to an HSA

Dental Insurance

Coverage Type	City's Monthly Contribution	Employee's Monthly Contribution	
		Delta Care HMO	Delta Dental PPO
Single	\$53.00	\$0.00	\$0.70
2-party	\$90.00	\$0.00	\$0.80
Family	\$138.00	\$0.00	\$0.00

Vision Insurance *Optional*

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** \$50,000 of coverage paid for by City
- AD & D** \$50,000 of coverage paid for by City
- SDI -State Disability Insurance** Premiums paid 100% by employee

Accruals and Leaves:

Vacation Accrual Maximum carryover accrual is 300 hours.

Option 1		Option 2	
Years of Service	Hours/Year	Years of Service	Hours/Year
0-4	104.00	0-4	112.00
5-9	138.00	5-9	146.00
10-12	155.00	10-12	163.00
13-16	172.00	13-16	180.00
17-19	189.00	17-19	197.00
20+	206.00	20+	214.00
96		64	

Sick Leave Accrual

Holidays Employees receive 15 paid holidays per year.

Retirement and Deferrals:

PERS

PERS Plan	Final Compensation Calculation	Employee contribution	City contribution	Plan available to new hires
2.7% @ 55	Single-highest year	12.5%	6.97%	No
2.0% @ 60	Three year average	11.5%	6.97%	Yes with prior PEPRA ¹ qualified employment
2.0% @ 62	Three year average	11.75%	6.97%	Yes

1. PEPRA 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.

PERS Survivor Benefit
Sick Leave to PERS Service Credit
Retiree Health Insurance
Deferred Compensation

City contributes \$1.114 per pay period for the 1959 Indexed Survivor Benefit.
 All members eligible.
 City contributes up to \$244 a month for retired employees with at least 10 years
 City contributes \$50 per month to 457 plan
 Members are eligible to contribute to a 457 plan