

# EXECUTIVES - FIRE AND POLICE CHIEFS ONLY

Effective 1/1/23 to 12/31/24

**Salary increases:**

Salary increase effective with the 1st full pay period following the dates outlined:  
 12/24/23 = 3.0%  
 12/24/23 = 3.0%

**Special Pays:**

- Auto Allowance** \$400 per month  
Up to \$100 per year for equipment
- Phone Stipend** Up to \$110 per month for usage
- Tuition Reimbursement** \$2,000 per fiscal year reimbursed for qualifying educational expenses  
Fire Chief \$708 per year
- Uniform Allowance** Police Chief \$556 per year

**Health and Welfare:**

Medical Insurance	Coverage Type	City's Max Monthly Contribution	Employee's Monthly Contribution				
			Kaiser HMO	Kaiser DHMO	Kaiser HDHP	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 \$500.00 monthly. Proof of coverage is required.

**HSA Contribution**

Carrier	Tier	City Monthly	City HSA
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
	2-party	\$1,039.32	\$417.27
	Family	\$1,382.30	\$554.97

If an EXEC members 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** \$100,000 of coverage paid for by City
- AD & D Insurance** \$100,000 of coverage paid for by City

**Accruals and Leaves:**

**Vacation Accrual** Maximum vacation accrual is 320 hours

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	138	5-9	170	5-9	186
10-12	155	10-12	187	10-12	203
13-16	172	13-16	204	13-16	220
17-19	189	17-19	221	17-19	237
20+	206	20+	238	20+	254
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:**

**EXECUTIVES - FIRE AND POLICE CHIEFS ONLY**

Effective 1/1/23 to 12/31/24

PERS	PERS Plan	Final Compensation Calculation	Employee contribution	Plan available to new hires?
	3.0% @ 50	Single-highest year	14.5%	No
	3.0% @ 55	Three year average	14.5%	Yes with prior PEPPRA <sup>1</sup> qualified employment
	2.7% @ 57	Three year average	14.25%	Yes

*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