

General Salary Information:

Compensation

Lieutenant's top step salary is 24% above a Police Sergeant's top step salary
 Effective the pay period containing 1/1/25, the Lieutenants top step shall be 25% above the Sergeant's top step
 There is a 15% differential between the Lieutenant and Captain base salary

Salary increases

PMU salaries are tied by differential to NPOA

Auto Allowance

Eligible for a \$275 monthly auto allowance or a take-home City vehicle (subject to certain restrictions).

Specialty Pays:

POST Certificate

Supervisory \$234.58 per pay period (Lieutenant), \$288.49 per pay period (Captain)
 Management \$500.17 per pay period (Lieutenant), \$645.13 per pay period (Captain)

Uniform Allowance

PERS reportable for Tiers 1 & 2 only \$936 annual allowance

Tuition Reimbursement

\$1,200 per year

Master Lieutenant/Captain

6% of base salary

Health and Welfare:

Health Insurance

CalPERS Health Calendar Year 2024 (1/1/24-12/31/24)

Coverage Type	City's Monthly Contribution	Employee's Monthly Contribution					
		CalPERS Kaiser	CalPERS Western Health Advantage	CalPERS Blue Shield Access+	CalPERS Blue Shield Trio HMO	CalPERS Anthem Select HMO	CalPERS Anthem Traditional HMO
Single	\$728.30	\$293.11	\$78.93	\$348.54	\$218.54	\$410.56	\$611.40
2-party	\$1,456.59	\$586.23	\$157.87	\$697.09	\$437.09	\$821.13	\$1,222.81
Family	\$1,937.27	\$718.40	\$161.53	\$862.51	\$524.51	\$1,023.77	\$1,545.95

Coverage Type	City's Monthly Contribution	Employee's Monthly Contribution				
		CalPERS United Healthcare Alliance HMO	CalPERS United Healthcare Harmony HMO	CalPERS PERS Gold PPO	CalPERS PERS Plantinum PPO	CalPERS PORAC PPO
Single	\$728.30	\$362.83	\$209.09	\$186.52	\$585.97	\$202.70
2-party	\$1,456.59	\$725.67	\$418.19	\$373.05	\$1,171.95	\$660.41
Family	\$1,937.27	\$899.67	\$499.94	\$441.26	\$1,479.83	\$713.73

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	\$0.70
2-party	\$90.00	\$0.00	\$0.80
Family	\$138.00	\$0.00	\$0.00

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

\$100,000 of coverage paid for by City.

Accruals and Leaves:

Vacation Accrual

Maximum vacation accrual is 300 hours

Years of Service	Option 1		Option 2		Option 3	
	Hours/Year	Years of Service	Hours/Year	Years of Service	Hours/Year	Years of Service
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

Sick Leave Accrual

Full-time service as a sworn peace officer will be defined under CA Penal Code Sections 830.1 and 830.2. Out of State lateral officers also qualify for vacation accrual if successfully completed their required academy and passed CA POST waiver
 Employees receive 14 paid holidays per year. Holidays paid is 8 hours per day and is PERS reportable.
 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.

Years of Service

Holidays

Management Leave Hours

Retirement and Deferrals:

PERS	PERS Plan	Final Compensation Calculation	Employee Contribution	City Contribution	Plan available to new hires?
	3.0% @ 50	Single-highest year	14.5%	15.28	No
	3.0% @ 55	Three year average	13.0%	16.78	Yes with prior PEPRA ¹ qualified employment
	2.7% @ 57	Three year average	14.25%	17.78	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** 1959 4th level, members cost \$1.11 per pay period
- Sick Leave to Service Credit** All members eligible
- Employee PERS Contribution** Employee's required contribution (see PERS table above) deducted from employees' salary (pre-tax)
- PORAC Retiree Medical Trust** City contributes \$150 per month
Employee contributes \$250 per month
- Deferred Compensation** Members are eligible to enroll in a 457 plan