

General Salary Information:

Salary increase effective with the 1st full pay period following the dates outlined:

9/3/22 = 5%

Salary increases 7/1/2023 = Members at Step 5 will move to Step 6

1/1/2024 = Members at Step 5 will move to Step 6

Specialty and Other Pays:

Bilingual Pay PERS reportable 3.5% of base salary for verbal and written; 1.75% verbal only

Lead Officers PERS reportable 4.0% of current base salary for actual hours worked

At least 5% above base salary or Step 1 of higher classification

Acting Pay PERS reportable 7% for Members at Salary Step 4,5, or 6 who are receiving Lead Officer Pay at the time of their Acting Assignment

Special Assignments : Investigations, Motor, Special Enforcement Unit, NSIB, Traffic, & Youth Services

PERS reportable 3.5% of current monthly salary

Canine \$346.50 per pay period

Ancillary Pays Not to exceed 6% of base salary

SWAT PERS reportable 3.5% of base salary

PERS reportable 3.5% of base salary

Hostage Negotiations Coordinator PERS reportable 2.0% of base salary

Crime Scene Specialist PERS reportable 1.75% of base salary

Crime Scene Coordinator PERS reportable 2.0% of base salary

Police Training Officer Coordinator PERS reportable 2.0% of base salary

Traffic Accident Reconstruction Specialist PERS reportable 1.75% of base salary

Traffic Accident Reconstruction Specialist Coordinator PERS reportable 2.0% of base salary

Range Master PERS reportable 1.75% of base salary

Range Coordinator PERS reportable 2.0% of base salary

EVOC Coordinator PERS reportable 2.0% of base salary

EVOC Instructor PERS reportable 1.75% of base salary

NFECT Investigator PERS reportable 1.75% of base salary

NFECT Coordinator PERS reportable 2.0% of base salary

Defensive Tactics Instructor PERS reportable 1.75% of base salary

Defensive Tactics Coordinator PERS reportable 2.0% of base salary

Post Certificate

Intermediate PERS reportable 2.0% of base salary

Advanced PERS reportable 2.0% of base salary

Supervisory PERS reportable 1.0% of base salary

Educational Incentive --

Associate's Degree PERS reportable \$100 per month \$100 per month

Bachelor's Degree PERS reportable \$285 per month \$345 per month

Master's Degree (or higher) PERS reportable \$324 per month \$395 per month

Uniform Allowance

PERS reportable for Tiers 1 & 2 only \$1,200 annual allowance, paid equally over 26 pay periods. New hires are given their initial uniform in lieu of 1st year allowance

Shift Differential

PERS reportable Swing shift 3.0% of monthly base salary

PERS reportable Grave shift 6.0% of monthly base salary

Tuition Reimbursement

Master Officer/Master Sergeant Implemented January 1, 2023

Tier 1 Subject to approval 2.5% of base salary

Tier 2 Subject to approval 5% of base salary

Tier 3 (Sergeants Only) Subject to approval 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 \$50,000 of coverage paid for by City
AD & D \$50,000 of coverage paid for by City

Accruals and Leaves:

Vacation Accrual Maximum accrual is 300 hours.

Years of Service	Hours/Year
0-4 *	104
5-9	138
10-12	155
13-16	172
17-19	189
20+	206

Sick Leave Accrual 96 hours per year.

Holidays Employees receive 15 paid holidays per year. Holidays paid is 8 hours per day and is PERS reportable.

Retirement and Deferrals:

Effective July 1, 2023

PERS	Retirement Tier	PERS Plan	Final Compensation Calculation	Employee Contribution	Employer Contribution	Plan available to new hires?
	Tier 1	3.0% @ 50	Single-highest year	14.5	15.28	No
Tier 2	3.0% @ 55	Three year average	14.5	15.28	Yes with prior PEPRA ¹ qualified employment	
Tier 3	2.7% @ 57	Three year average	15.25	17.28	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, employee cost is \$1.11 per pay period

Employee PERS Contribution Employee's contribution (see PERS table above) deducted from employees' salary (pre-tax)

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

PORAC Retiree Medical Trust City contributes \$150 per month

Employee contributes \$250 per month

Deferred Compensation Members are eligible to enroll in 457 plan