

General Salary Information:

Compensation Salary range is actually 20 steps, with 1% increment between steps. Appointment within the range is DOQ. Salary adjustments within the range occur annually (to top of range). Lieutenant's top step salary is 22.79% above a Police Sergeant's top step salary which accounts for the maximum specialty & ancillary pays 7.25% available to Sgts. There is a 15% differential between the Lieutenants and Captains salary

Salary increases PMU salaries are tied by differential to NPOA. The next salary increase is pending the outcome of NPOA negotiations.

Auto Allowance Eligible for a monthly auto allowance or a take-home City vehicle (subject to certain restrictions).

Specialty Pays:

POST Certificate

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

Health and Welfare:

Health Insurance

		Employee's Monthly Contribution (1/1/21 through 12/31/21) for Region 1					
Coverage Type	Monthly Amount of City Contribution (Based on the cost of City's premium.)	CalPERS Kaiser Premium Amount	CalPERS Blue Shield Access+EPO Premium Amount	CalPERS Blue Shield Access+ Premium Amount	CalPERS PERS Choice Premium Amount	CalPERS PORAC Premium Amount	HealthNet Smartcare Premium Amount
Single	\$675.00	\$138.64	\$495.08	\$495.08	\$260.84	\$124.00	\$445.21
2-party	\$1,350.00	\$277.28	\$990.16	\$990.16	\$521.68	\$375.00	\$890.42
Family	\$1,795.00	\$320.46	\$1,247.21	\$1,247.21	\$638.18	\$404.00	\$1,117.55

		Employee's Monthly Contribution (1/1/21 through 12/31/21) for Region 1					
Coverage Type	Monthly Amount of City Contribution (Based on the cost of City's premium.)	CalPERS PERS Select Premium Amount	CalPERS PERS Care Premium Amount	CalPERS Anthem HMO Select Premium Amount	CalPERS Anthem HMO Traditional Premium Amount	CalPERS United Health Care Premium Amount	CalPERS Western Health Advantage Premium Amount
Single	\$675.00	\$0.00	\$619.69	\$250.60	\$632.86	\$266.17	\$82.05
2-party	\$1,350.00	\$0.00	\$1,239.38	\$501.20	\$1,265.72	\$532.34	\$164.04
Family	\$1,795.00	\$0.00	\$1,571.19	\$611.56	\$1,605.44	\$652.04	\$173.25

** Employees may waive coverage and opt for health in-lieu at \$500 monthly. Annual proof of coverage is required.

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

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

		Employee's Monthly Contribution	
Coverage Type	Monthly Amount of City Contribution	Delta Care HMO	Delta Dental PPO
Single	\$53.00	\$0.00	\$8.60
2-party	\$90.00	\$0.00	\$14.20
Family	\$138.00	\$0.00	\$16.78

Accruals and Leaves:

		Option 1		Option 2		Option 3	
	Vacation Accrual	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
	Sick Leave Accrual		96		32		0

Maximum accrual is 280 hours. Members with maximum accrued vacation hours may make an irrevocable election in December to cash out up to 80 hours by December of the following year.

Holidays Employees receive 14 paid holidays per year. Holidays paid is 8 hours per day and is PERS reportable.

Management Leave Hours

Earn 104 hours with half of the hours eligible to be cashed out. (Not reportable to PERS). Hours not used or cashed out during the year are forfeited.

Retirement and Deferrals:

<i>PERS</i>	PERS Plan	Final Compensation Calculation	Pre-Tax Employee contribution	Plan available to new hires?	Pensionable Cap?
	3.0% @ 50	Single-highest year	14.5%	No	Yes, 90% of final compensation calculation
	3.0% @ 55	Three year average	14.5%	Yes with prior PEPRA ¹ qualified employment	Yes, 90% of highest 3 year average
	2.7% @ 57	Three year average	17.25%	Yes	Yes, CY20 = \$151,549

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).

Retiree Health Insurance Employees hired into the Police Management unit (lateral hires) after January 17, 2015, are enrolled in the PORAC Retiree Medical Trust (RMT). The City contributes \$150 per month and the employee contributes \$250 per month into the RMT (pre-tax).

Deferred Compensation Members are eligible to enroll in a 457 plan.