

General Salary Information:

Salary range is actually 20 steps, with 1% increment between steps. Appointment within the range is DOQ. Salary adjustments within the range occur at 6 months, and annually there after (to top of range).

Salary increases
(effective the pay period beginning on the following dates:)

9/18/2021 = 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 (For 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
- Stand By Pay** \$350/weekly as assigned
- Class A or B License Pay** \$13.85 per pay period (24 pay periods) for designated classifications.
- Fire Investigations Team** 3% of employee's base salary
- Tool Allowance** \$600/year (Mechanics)
- Boot Allowance** \$210/year as assigned through voucher system *Initial boot allowance - \$210.*
- Pants Allowance** \$200/year as assigned; new hires annual amount is pro-rated based on hire date
- Uniform Allowance** \$475/year for Community Service Officers (*An Initial Uniform will be provided - to CSO's*)
A max of \$300/year (non cash) is granted for other positions requiring uniforms.
\$200/year for pants for designated classifications.
- Tuition Reimbursement** \$1,200 per year

Health and Welfare:

Health Insurance

Coverage Type	Monthly Amount of City Contribution <i>(Based on the cost of Kaiser's HMO premium.)</i>	Employee's Monthly Contribution	
		Monthly Kaiser Premium Amount	Monthly Western Health Advantage Premium Amount
Single	\$675.00	\$32.82	\$0.00
2-party	\$1,350.00	\$65.62	\$0.00
Family	\$1,795.00	\$87.78	\$0.00

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

Dental Insurance

Coverage Type	Monthly Amount of City Contribution	Employee's Monthly Contribution	
		Delta Care HMO	Delta Dental PPO
Single	\$53.00	\$0.00	\$7.06
2-party	\$90.00	\$0.00	\$11.52
Family	\$138.00	\$0.00	\$12.91

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

Years of Service	Hours per Year	# of 8 hour days per year
0-4	104.00	13.00
5-9	137.14	17.14
10-12	154.28	19.29
13-16	171.43	21.43
17-19	188.57	23.57
20+	205.71	25.71

Maximum carryover accrual is 280 hours.

Sick Leave Accrual 96 hours per year

Elective Paid Leave Additional Elective Paid Leave based on employee continuous years of service with the City

Employees who have completed at least 10 years but no more than 14 continuous years of City Service	20 hrs of Elective Paid Leave
Employees who have completed at least 15 years but no more than 19 continuous years of City Service	40 hrs of Elective Paid Leave
Employees who have completed at least 20 years but no more than 24 continuous years of City Service	60 hrs of Elective Paid Leave
Employees who have completed at least 25 years continuous years of City Service	80 hrs of Elective Paid Leave

Effective the first full pay period following 12/31/19 and the first full pay period following 12/31 each year thereafter, the City will credit employees with additional Elective Paid Leave based on their continuous years of service with the City as follows:

Employees who have completed at least 10 years but no more than 14 continuous years of City Service	20 hrs of Elective Paid Leave
Employees who have completed at least 15 years but no more than 19 continuous years of City Service	40 hrs of Elective Paid Leave
Employees who have completed at least 20 years but no more than 24 continuous years of City Service	60 hrs of Elective Paid Leave
Employees who have completed at least 25 years continuous years of City Service	80 hrs of Elective Paid Leave

Elective Paid Leave may be used in the same manner as vacation. It must be used or paid out within the calendar year in which it accrues. It can be cashed out at \$25/hour

Holidays Employees receive 15 paid holidays per year.

Retirement and Deferrals:

PERS

PERS Plan	Final Compensation Calculation	Pre-Tax EE contribution	Plan available to new hires?	Pensionable Cap?
2.7% @ 55	Single-highest year	12.5%	No	No
2.0% @ 60	Three year average	11.5%	Yes with prior PEPRA ¹ qualified employment	No
2.0% @ 62	Three year average	4.5% plus One-Half Normal Cost (currently 11.25%)	Yes	Yes, CY19 = \$153,671

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.

NCEA - Napa City Employees' Association

Effective 7/1/21 to 6/30/22

<i>PERS Survivor Benefit</i>	City contributes \$1.114 per pay period for the 1959 Indexed Survivor Benefit.
<i>Sick Leave to PERS Service Credit</i>	All members eligible.
<i>Retiree Health Insurance</i>	For employees hired on or before 12/31/12, who had at least 15 years of service at retirement, the City contribution is \$244 a month. For employees hired on or after 1/1/13, who had at least 10 years of service at retirement, the City contribution is \$244 a month.
<i>Deferred Compensation</i>	Members are eligible to enroll in 457 plan. City contributes \$50 per month to 457 plan.