

General Salary Information:

Salary range is a 5 step range, with 5% increment between steps. Appointment within the range is DOQ. Salary adjustments within the range occur at 6 months (Step A only) or 1 year if hired at a higher step, and annually thereafter to top of range.

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

8/10/19 = 3% plus 1% equity increase
 6/27/20 = 3% plus 1% equity increase
 6/26/21 = 3% plus 1% equity increase

Specialty and Other Pays:

Bilingual Pay	PERS reportable	3.5% of Top Step Police Officer monthly salary	
Lead Officers	PERS reportable	4.0% of current monthly base salary for actual hours worked	
Special Assignments - (Investigations, Special Enforcement Unit, Acting Sgt, NSIB, Traffic, & Youth Services)	PERS reportable	3.5% of current monthly salary	
Canine		\$323.40 per pay period	
<u>Ancillary Pays --</u>	Not to exceed	3.75% of base pay.	
SWAT	PERS reportable	3.5% of monthly base salary	
Crime Scene Specialist	PERS reportable	1.75% of monthly base salary	
Crime Scene Coordinator	PERS reportable	2.0% of monthly base salary	
Hostage Negotiations	PERS reportable	3.5% of monthly base salary	
Hostage Negotiations Coordinator	PERS reportable	2.0% of monthly base salary	
Traffic Accident Reconstruction Specialist	PERS reportable	1.75% of monthly base salary	
Traffic Accident Reconstruction Specialist Coordinator	PERS reportable	2.0% of monthly base salary	
Range Master	PERS reportable	1.75% of monthly base salary	
Range Coordinator	PERS reportable	2.0% of monthly base salary	
<u>Post Certificate --</u>			
Intermediate	PERS reportable	2.0% of monthly base salary	
Advanced	PERS reportable	Addl. 1% of monthly base salary; 6/26/20 increase to 2% of monthly base salary	
Supervisory	PERS reportable	Addl 1% of monthly base salary	
<u>Educational Incentive --</u>			
Associate's Degree	PERS reportable	Police Officer \$100 per month	Sergeant \$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	\$ 1,200.00	<i>Annual allowance, paid equally over 26 pay periods. New hires are given their initial uniform in lieu of 1st yr allowance</i>
Shift Differential	PERS reportable	Swing shift	3.0% of monthly base salary
	PERS reportable	Grave shift	6.0% of monthly base salary
Tuition Reimbursement		\$1,200 per Year	

NPOA - Napa Police Officers' Association

Effective 7/1/19 through 08/31/22

Health and Welfare:

Health Insurance

Coverage Type	Monthly Amount of City Contribution (Based on the cost of City's premium.)	Employee's Monthly Contribution (1/1/21 through 12/31/21) for Region 1					
		CalPERS Kaiser Premium Amount	CalPERS Blue Shield Access+EPO Premium Amount	CalPERS Blue Shield Access+ 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

Coverage Type	Monthly Amount of City Contribution (Based on the cost of City's premium.)	Employee's Monthly Contribution (1/1/21 through 12/31/21) for Region 1					
		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 \$50,000 of coverage paid for by City.

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

Accruals and Leaves:

Vacation Accrual

Years of Service	Hours/Year
0-4 *	85.71
5-9	137.14
10-12	154.28
13-16	171.43
17-19	188.57
20+	205.71

Maximum accrual is 280 hours.

Lateral Hire Vacation Accrual

Employees hired on or after 10/1/2010, with at least 5 years previous experience with another California public safety agency are eligible. Upon successful completion of probation and through their fourth year of service with the City of Napa, eligible employees will accrue 120 hours of vacation per year.

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:

<i>PERS</i>	Retirement Tier	PERS Plan	Final Compensation Calculation	Pre-Tax Employee contribution	Plan available to new hires?	Pensionable Cap?
	<i>Tier 1</i>	3.0% @ 50	Single-highest year	14.5%	No	Yes, 90% of final compensation calculation
<i>Tier 2</i>	3.0% @ 55	Three year average	14.5%	Yes with prior PEPRA ¹ qualified employment	Yes, 90% of highest 3 year average	
<i>Tier 3</i>	2.7% @ 57	Three year average	17.25%	Yes	Yes, CY20 = \$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.

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 per employee and each member contributes \$250 per month (pre-tax).

Deferred Compensation

Members are eligible to enroll in 457 plan.