

EXECUTIVES - FIRE AND POLICE CHIEFS ONLY

Effective 1/1/18

Salary increases: 12/25/21 = 3.0% (effective the pay period beginning on the following dates)

Special Pays:

Auto Allowance \$400 per month

Phone Stipend Up to \$100 per year for equipment
Up to \$110 per month for usage

Tuition Reimbursement \$1,000 per year reimbursed for qualifying educational expenses.

Health and Welfare:

Medical Insurance		Employee's Monthly Contribution	
		Kaiser Premium Amount	Western Health Advantage Premium Amount
Coverage Type	City's Monthly Contribution (Based on the cost of Kaiser's HMO premium.)		
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 City coverage and opt for health in-lieu at \$500 monthly. Annual proof of alternative coverage is required.

Life Insurance and AD&D \$100,000 each of coverage paid for by City.

Dental Insurance		Employee's Monthly Contribution	
		Delta Care HMO	Delta Dental PPO
Coverage Type	City's Monthly Contribution		
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 per Year	# of 8 hour days per year
0-4	120	15.00
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

Individual contracts stipulate that on average vacation accrual levels begin at the "10-12 Years of Service" rate.

Maximum carryover accrual is 280 hours.

Members must make an irrevocable election in December to cash out up to 80 hours by December of the following year.

Sick Leave Accrual 96 hours per year

Holidays Employees receive 15 holidays per year.

Management Leave hours 120 hours each calendar year (CY). Employees may cash out up to 50% of eligible management leave each CY. Management leave must be used within the CY granted or it will be forfeited.

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Retirement and Deferred Compensation:

<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 final compensation calculation
	2.7% @ 57	Three year average	17.25%	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.

Sick Leave to Service Credit All members eligible to convert unused S/L to retirement service credit at the time of retirement.

PERS Safety/Fire Chief 1959 Survivor Benefit is Index at an Employee contribution of \$1.34 per pay period.

PERS Safety/Police Chief 1959 Survivor Benefit is 4th level at an Employee contribution of \$1.11 per pay period.

Retiree Health Insurance For retired employees who have at least 10 years of service at retirement, the City contribution is \$347 a month.

Deferred Compensation

457 Members are eligible to enroll.

401(a) City contributes \$322 per month with a \$300 contribution from employee.