

BENEFIT	DEPARTMENT HEADS	MID MANAGEMENT	POLICE MANAGEMENT	POLICE	PROFESSIONALS	SEIU LOCAL 1021
VISION	VSP	VSP	VSP	VSP	VSP	VSP
CITY CONTR EE CONTR	Included in medical contribution	Included in medical contribution	Included in medical contribution	Included in medical contribution	Included in medical contribution	Included in medical contribution
CITY PAID SHORT TERM DISABILITY	Optional to Police Chief; 8 wks max; 8 day elimination period; 55% of earning to max of \$959 week; integrated with sick leave.	8 wks max; 8 day elimination period; 55% of earning to max of \$959 week; integrated with sick leave.	Optional to Police Mgmt; 8 wks max; 8 day elimination period; 55% of earning to max of \$959 week; integrated with sick leave.	N/A	8 wks max; 8 day elimination period; 55% of earning to max of \$959 week; integrated with sick leave.	52 wks max; 8 day elimination period; 55% of earnings to max of \$959 week; integrated with sick leave
CITY CONTR EE CONTR	\$12.50 mo. ~\$4.00 (varies)	\$12.50 mo. ~\$4.00 (varies)	\$12.50 mo. ~\$4.00 (varies)		\$12.50 ~\$4.00 (varies)	\$12.50 ~\$4.00
LONG TERM DISABILITY	60 days elimination period; 60% of earning to max of \$11,667/mo. Premium paid by ee	60 days elimination period; 60% earning to max of \$11,667/mo. Premium paid by employee.	Prem: \$16.50; employee paid.	Prem: \$16.50 PD by City	Prem: City and ee split over \$12.50/month	N/A
EMPLOYEE ASSISTANCE PROGRAM	City pays	City pays	City pays	City pays	City pays	City pays
DEFERRED COMP 457	Voluntary-Ee pays	Voluntary-Ee pays	Voluntary-Ee pays	Voluntary-Ee pays	Voluntary-Ee pays	Voluntary-Ee pays
DEFERRED COMP 401A	Voluntary; City contributes \$100/mo, if ee participates. Ee contributions range from 2% to 25%	Voluntary; City contributes \$100/mo, if ee participates. Ee contributions range from 2% to 25%	Voluntary; City contributes \$100/mo, if ee participates. Ee contributions range from 2% to 25%	N/A	N/A	N/A
UNIFORM BOOT ALLOWANCE	\$1025/years-Police Chief	Public Works Supt/Supvs: \$160/year Boot Allowance	\$1025/year – paid bi-weekly	\$1025/yr \$925/yr-CSA, PSO \$825/yr-Disp, PD Offc Coord, PO Asst, & Prop Clerk	N/A	\$16/yr boot allowance: Street Dvision, Garage Operation and Building & Grounds. \$300/yr tool allowance for Equip Mechs & Trnes.

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EDUCATIONAL INCENTIVE PAY	N/A	N/A	Lt-\$750 for BA/BS or FBI or West Point Leadership. Capt.-\$750 for Master's Degree or FBI or West Point Leadership. Paid bi-weekly	2.5%-7.5% of base salary/mo.	N/A	N/A
TUITION REIMBURSEMENT	\$1500 maximum per fiscal year to cover the cost of the course, upon successful completion. (Prior approval required.)	\$3000 maximum per fiscal year to cover the cost of the course, upon successful completion. (Prior approval required.) Total \$9,000 annual for rep unit.	N/A	N/A	Full reimbursement for the cost of the course upon successful completion (Prior approval required)	\$1500 maximum per fiscal year to cover the cost of the course, upon successful completion (Prior approval required.)
ACTING PAY	N/A	N/A	N/A	5% of salary	5% of salary	5% of salary
FTO/COMM. TRAINING OFFICER PARY	N/A	N/A	N/A	5% of salary	N/A	N/A
CALL BACK	N/A	N/A	N/A	2 hrs @ 1-1/2	2 hrs @ 1-1/2	2 hrs @ 1-1/2
COURT PAY	N/A	N/A	N/A	4 hrs @ 1-1/2	N/A	N/A
LONGEVITY PAY	5% Longevity following completion of 19 th year	N/A	5% Longevity following completion of 19 th year	5% Longevity following completion of 19 th year (Eff 1/1/08 for non-sworn)	N/A	N/A
SPECIALTY PAY	N/A	Bilingual \$50/month	N/A	Canine handler Diff: 156 hours; Investigations 5%; Bilingual \$100/month; CST \$100/wk	Bilingual \$50/month	Maint I-Bldg & Grds-5% (spray oprs) Maint I-10% sweeper operator Bilingual \$100/month
FURLOUGH	N/A	N/A	N/A	N/A	Eff 10/11: 72 hours furlough; salary reduced by the equivalent of 72.0 hours or 2.77 hrs per pp	N/A
HOLIDAY LEAVE/PAY (1)	11 days 3 floaters Police Chief .0693% of base	11 days, 3 floaters	2 floaters (20 hours) 6.93% of base per pday period in lieu of holiday time off.	Eff 7/1/10, 75.8 hours credited to holiday bank in lieu of pay. For all holiday hrs credited prior to 11/5/10, pay day shall be paid.	11 days 3 floaters	11 days 3 floaters Eff 7/1/10, floaters reduced by 18.0 hrs. Eff 7/1/11, floaters reduced by 27.0 hours.

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FURLOUGH BETWEEN CHRISTMAS AND NEW YEAR'S	City Hall/Corp Yard closed. Employees can take accrued vacation or time without comp.	City Hall/Corp Yard closed. Employees can take accrued vacation or time without comp.	N/A	N/A	City Hall/Corp Yard closed. Employees can take accrued vacation or time without comp.	City Hall/Corp Yard closed. Employees can take accrued vacation or time without comp.
VACATION ACCRUAL	160 hrs added to salary; 4-8 yrs: 0 days 9-13 yrs: 0 days 14-18 yrs: 5 days 19 & over: 10 days	80 hrs added to salary; 4-8 yrs: 5 days 9-13 yrs: 10 days 14-18 yrs: 15 days 19 & over: 20 days	80 hrs added to salary; 4-8 yrs: 5 days 9-13 yrs: 10 days 14-18 yrs: 15 days 19 & over: 20 days	0-3 yrs: 10 days 4-8 yrs: 15 days 9-13 yrs: 20 days 14-18 yrs: 25 days 19 and over: 30 days	0-3 yrs: 10 days 4-9 yrs: 15 days 10-12 yrs: 17 days 13-15 yrs: 20 days 16 and over: 25 days	0-3 yrs: 10 days 4-9 yrs: 15 days 10-12 yrs: 17 days 13-15 yrs: 20 days 16 and over: 25 days
MAX VAC ACCRUAL	Unlimited	2x maximum accrual rate MAX 4-8 yrs- 240 hrs 9-13 yrs – 320 hrs 14-18 yrs – 400 hrs 19+ yrs- 480 hrs	Max 560 hours	24x monthly accrual rate MAX 0-3 yrs- 160 hrs 4-8 yrs- 240 hrs 9-13 yrs- 320 hrs 14-18 yrs- 400 hrs 19+ yrs- 500 or 80 hrs to cashout Cannot be used in the first 12 months	Unlimited	MAX 0-3 yrs- 160 hrs 4-9 yrs- 240 hrs 10-12 yrs- 272 hrs 13-15 yrs- 320 hrs 15+ yrs- 400 hrs Or 260 hours whatever is greater
MINIMUM ANNUAL USAGE	N/A	N/A	N/a	N/A	Min annual usage: 0-3 yrs- 40 hrs 4-9 yrs- 50 hrs 10-12 yrs- 60 hrs 13-16 yrs- 70 hrs 16+ yrs- 80 hrs Cannot use vac during the first six months	40 hrs of vac and/or comp time
SICK LEAVE	8 hrs/mo; no max (Can convert 60 hrs of s/1 bal to vacation time bank, provided a bal of 480 hrs is maintained.)	8 hrs/mo; no max (Can convert 60 hrs of s/1 bal to vacation time bank, provided a bal of 480 hrs is maintained.)	8 hrs/mo; no max (Can convert 60 hrs of s/1 bal to vacation time bank, provided a bal of 480 hrs is maintained.)	8 hrs/mo; no max; Eff 7/1/06: ability to convert s/1 hrs to vacation, if minimum balance maintained.	8 hrs/mo; no max	8 hrs/mo; no max
ADMIN LEAVE	110 hrs/FY; can carryover 1x the annual accrual rate. Addtl 10 hrs upon recommendation of dept head and approval of CM	110 hours/FY; can carryover 1x the annual accrual rate. Addtl 10 hrs upon recommendation of dept head and approval of CM	110 hours/FY; can carryover 1x the annual accrual rate	N/A	N/A	N/A

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BEREAVEMENT LEAVE (Immediate Family)	5 days	5 days	5 days	Up to 40 hrs for immediate family; one work day for close relative	5 days	Not to exceed 40.0 hours
PERSONAL LEAVE	20 hrs of sick leave can be used to conduct personal business; addtl 8 hrs of s/1 can be used if s/1 bal=min of 100 on 7/1; addtl 12 hrs if bal=200 hrs. Max per fiscal yr=40 hrs	20 hrs of sick leave can be used to conduct personal business; addtl 8 hrs of s/1 can be used if s/1 bal=min of 100 on 7/1; addtl 12 hrs if bal=200 hrs. Max per fiscal yr=40 hrs	20 hrs of sick leave can be used to conduct personal business; addtl 8 hrs of s/1 can be used if s/1 bal=min of 100 on 7/1; addtl 12 hrs if bal=200 hrs. Max per fiscal yr=40 hrs	20 hrs of sick leave can be used to conduct personal business; addtl 8 hrs of s/1 can be used if s/1 bal=min of 100 on 7/1; addtl 12 hrs if bal=200 hrs. Max per fiscal yr=40 hrs	20 hrs of sick leave can be used to conduct personal business; addtl 8 hrs of s/1 can be used if s/1 bal=min of 100 on 7/1; addtl 12 hrs if bal=200 hrs. Max per fiscal yr=36 hrs	16 hrs of sick leave can be used to conduct personal business; addtl 8 hrs of s/1 can be used if s/1 bal=min of 100 on 7/1; addtl 12 hrs if bal=200 hrs. Max per fiscal yr=36 hrs
WORK SCHEDULE	9/80	Mid Mgmt: 9/80	Police: 4/10/40	3/12: 20/40-sworn positions in Patrol Traffic Operations; 4/10/40-All others	9/80	9/80
COMP TIME	N/A	N/A	N/A	Max: 200 hrs	0 hours	150 hours
CITY PAID RETIREE MEDICAL	Minimum Employer Contribution (MEC) for agencies participating in the Public Employees Medical and Hospital Care Act (PEMHCA) Police Chief: See Police Mgmt	Minimum Employer Contribution (MEC) for agencies participating in the Public Employees Medical and Hospital Care Act (PEMHCA)	15 yrs w/ City- up to 50% of Kaiser S+1 /mo. 20 yrs w/City-up to 75% of Kaiser S+1/mo. 25yrs w/City-up to 100% of Kaiser S+1/mo -50% to any eligible surviving spouse or domestic partner of a deceased retiree. -Ee pays: \$40/pay period.	15 yrs w/ City- up to 50% of Kaiser S+1 /mo. 20 yrs w/City-up to 75% of Kaiser S+1/mo. 25yrs w/City-up to 100% of Kaiser S+1/mo 50% to any eligible surviving spouse or domestic partner of a deceased retiree Ee pays: \$40/pay period	Minimum Employer Contribution (MEC) for agencies participating in the Public Employees Medical and Hospital Care Act (PEMHCA)	Minimum Employer Contribution (MEC) for agencies participating in the Public Employees Medical and Hospital Care Act (PEMHCA)
PROBATION PERIOD:	1040 hours (6 months)	1040 hours (6 months)	1040 hours (6 months)	Police Officers: 4160 hrs (2 years); Lateral Police Officers: 2080 hrs (1 year) upon rec from Police Chief to Pers Dir; All other positions: 2080 hrs (1 year)	2080 hours (12 months)	1040 hours (6 months)

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FUTURE INCREASES	N/A	N/A	N/A	N/A	N/A	N/A
LAST SALARY INCREASE & AMOUNT	7/1/06 – 5%	7/1/07 – 3.5%	7/1/07 – 3%	7/1/07 – 3% COLA	7/1/07 – 3.5% + 9% equity to Sr Bldg Inspector	7/1/07 – 2.5% + equity for designated salary classification (1%)
10/1/07						
7/1/07		3.5%	3%	3%	3.5%	2.5%
7/1/06	5%	5%	5%	5% + 1.5% equity	5%	5%
7/1/05	4% + equity for specific positions	4% + equity for specific positions	4% + equity for specific positions	4% COLA + 1.5% equity for PO, Police Corporal, & Police Sgt.	4.0% + equity for specific positions	4% + equity for specific positions
7/1/04	0.5%	0.5%	0.5%	3%	3.5%	2.5%
1/01/04		4% + equity for specific positions			2% COL	4.0% + equity for specific positions
7/01/03	2.2%	2.2%	2.2%	4.0%		2.25%
1/01/03					3%	3% + COL 1% equity
7/01/02	2.1% 2.2%	2.2%	2.2%	0.7% -sworn 4.0% - non-sworn		
1/01/02					4%	1/01/02- 3% + equity for designated salary classifications;
9/25/01					Equity for designated salary classification	
7/01/01	2.2%	2.2%	2.2%	3%		
4/29/01						3% equity increase
1/01/01					4%	3% + equity for designated salary classifications;
7/1/00	3.7%	3.7%	3.7%	3%		
1/1/00					3%	3% + equity for designated salary classifications;
7/1/99	4.6%	4.6%	4.6%	3% + 1% equity		
4/1/99				3% equity		
5/1/99						Avg. 8.95% to Clerical Prom Series
1/1/99					3%	3% + 1% equity

(1)–Christmas Eve Observed: If Christmas day falls on a Saturday, the Christmas Day holiday is observed on Friday; the Christmas Eve holiday is then observed on Thursday. If Christmas Day falls on a Sunday, the Christmas Day holiday is observed on Monday, there is no Christmas Eve holiday observance. When Christmas Day falls on Monday, there is no Christmas Eve holiday observance.

POB- Pension Obligation Bond

Domestic Partnership policy effective for all POA medical-(same gender only), dental and vision plans. Domestic partners (same gender) must be registered with the Secretary of State to be eligible for medical, dental and vision benefits.

July 2011