

**Employee Benefits**

	<b>Police</b>	<b>Fire</b>	<b>Pub Safety Mid Mgmt</b>	<b>Miscellaneous</b>	<b>Mid Mgmt</b>	<b>Management</b>
<i>Contract Date</i>	7/1/06 - 6/30/09 extended to 6/30/12	7/1/06 - 6/30/09 extended to 6/30/12	7/1/06 - 6/30/09 extended to 6/30/12	11/1/06 - 10/31/08 extended to 6/30/12	2/1/07 - 1/31/09 extended to 6/30/12	2/1/08-1/31/09 extended to 6/30/12
<i>PERS City Contribution</i>	3% @ 50	3% @ 50	3% @ 50	2.7% @ 55	2.7% @ 55	2.7% @ 55 Police & Fire: 3% @ 50
<i>Medical/Vision/Dental Insurance</i>						
Employee only	\$57.50/month	\$57.50/month	\$57.50/month	\$1.50/month	\$1.50/month	\$1.50/month
Employee + 1	\$87.38/month	\$87.38/month	\$87.38/month	\$31.38/month	\$31.38/month	\$31.38/month
Employee + family	\$87.38/month	\$87.38/month	\$87.38/month	\$31.38/month	\$31.38/month	\$31.38/month
<i>Worker's Compensation Insurance</i>	Employee cost: 0	Employee cost: 0	Employee cost: 0	Employee cost: 0	Employee cost: 0	Employee cost: 0
<i>Life Insurance</i>	City cost: \$0.16/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)	City cost: \$0.16/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)	City cost: \$0.16/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)	City cost: \$0.16/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)	City cost: \$0.16/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)	City cost: \$0.16/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)
<i>L.T.D. Insurance</i>	City cost: 0.625% of biweekly payroll (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period (minimum of \$100; maximum of \$12,000)	City cost: 0.625% of biweekly payroll (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period (minimum of \$100; maximum of \$12,000)	City cost: 0.625% of biweekly payroll (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period (minimum of \$100; maximum of \$12,000)	City cost: 0.625% of biweekly payroll (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period (minimum of \$100; maximum of \$12,000)	City cost: 0.625% of biweekly payroll (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period (minimum of \$100; maximum of \$12,000)	City cost: 0.625% of biweekly payroll (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period (minimum of \$100; maximum of \$12,000)
<i>Medicare Tax</i>	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
<i>Social Security Tax</i>	0	0	0	0	0	0
<i>Time off</i>						
Vacation	10-23 days	56-hr: 6 - 11.33 shifts/year or 144 - 272 hrs/year 40-hr: 96 - 181 hrs/year	56-hr: 6 - 11.33 shifts/year or 144 - 272 hrs/year 40-hr: 80 - 184 hrs/year	10-23 days	10-23 days	10-23 days
Sick Leave	12 days	56-hr: 144 hrs/year 40-hr: 96 hrs/year	56-hr: 144 hrs/year 40-hr: 96 hrs/year	12 days	12 days	12 days
Holidays	14.5 days	56-hr: 7.27 shifts/year (174.48 hrs/year) paid 40-hr: 14.5 days/year (116 hrs/year) paid	56-hr: 7.27 shifts/year (174.48 hrs/year) paid 40-hr: 14.5 days/year paid	14.5 days	14.5 days	14.5 days
Management Leave	0	0	For Police Commander and Fire Division Chief ONLY: 80 hours	0	80 hours	100 hours
<i>Other Benefits</i>						
Deferred Compensation Program	City does not contribute to the deferred compensation program.	City does not contribute to the deferred compensation program.	City does not contribute to the deferred compensation program.	City does not contribute to the deferred compensation program.	The City contributes a matching amount of up to 0.5% of an employee's salary on a biweekly basis to the deferred compensation program.	The City contributes a matching amount of up to 1% of an employee's salary on a biweekly basis to the deferred compensation program.
Personal and professional spending acct	0	0	0	0	\$500	\$500
Vehicle allowance	0	0	0	0	0	\$300/month
Tuition Reimbursement	Non Sworn: 100% up to the public institution rate  Sworn: 2% of top step of Police Officer's salary	\$75/semester unit to a max of \$1,800/year over a consecutive 12 months period	100% up to the public institution rate; however, with Police Sergeants, reimbursement shall not exceed \$3,000 per fiscal year.	100% up to the public institution rate	100% up to the public institution rate	100% up to the public institution rate

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	Non Sworn: AA/AS = 2% BA/BS = 5%					
	POST Intermediate (with or without AA/AS) = 3% POST Advanced (with or without AA/AS)= 6% AA/AS = 2% BA/BS = 5% BA/BS with POST Advanced = 7.5%	BA/BS = 4% MA/MS = 6% Related Fire Certs (see MOU) = 1-3.5%	For Police Sergeant ONLY: POST Intermediate (with or without AA/AS) = 3% POST Advanced (with or without AA/AS)= 6% AA/AS = 2% BA/BS = 5% BA/BS with POST Advanced = 7.5%	Pump Mechanic & Maintenance Workers in Water Division ONLY: 1% per grade, 5% max. 1 employee with T2 D4 certificate can receive 6%		
Certificate/Education Incentive Pay	**7.5% max**	**7.5% max**	**7.5% max**		None	None
Bilingual Incentive Pay	2.5% of salary	2.5% of salary	2.5% of salary	2.5% of salary	2.5% of salary	2.5% of salary
Uniform Allowance	\$813/year	\$783/year	\$813/year	0	0	Police and Fire ONLY: \$813/year
Employee Home Loan Assistance Program	Loan up to \$140,000 or 20% of home's purchase price which ever is lower	Loan up to \$140,000 or 20% of home's purchase price which ever is lower	Loan up to \$140,000 or 20% of home's purchase price which ever is lower	Loan up to \$140,000 or 20% of home's purchase price which ever is lower	Loan up to \$140,000 or 20% of home's purchase price which ever is lower	Loan up to \$140,000 or 20% of home's purchase price which ever is lower
Employee Assistance Program	Yes	Yes	Yes	Yes	Yes	Yes
Flexible Spending Plan	Yes	Yes	Yes	Yes	Yes	Yes
Credit Union	Yes	Yes	Yes	Yes	Yes	Yes