

	Police	Fire	Public Safety Mid Management	Miscellaneous	Mid Management	Management
Contract Date	July 1, 2012 through December 31, 2017	July 1, 2012 through December 31, 2016	July 1, 2012 through December 31, 2016	July 1, 2012 through December 31, 2016	July 1, 2012 through December 31, 2016	February 1, 2008 through January 31, 2009 (extended to 12/31/2016)
PERS City Contribution	Tier 1: 3% @ 50 Tier 2: 2.7% @ 57	Tier 1: 3% @ 50 Tier 2: 2.7% @ 57	Tier 1: 3% @ 50 Tier 2: 2.7% @ 57	Tier 1: 2.7% @ 55 Tier 2: 2% @ 62	Tier 1: 2.7% @ 55 Tier 2: 2% @ 62	Tier 1: 2.7% @ 55 Tier 2: 2% @ 62 Police & Fire Tier 1: 3% @ 50, Police and Fire Tier 2: 2.7% @ 57
Medical/Vision/Dental/Prescription Insurance (Monthly Cost)						
\$10/\$20 Prescription Co-Pay Plan						
Employee only	City Pays \$1902.75 Employee Pays \$127.25	City Pays \$1902.75 Employee Pays \$127.25	City Pays \$1902.75 Employee Pays \$127.25	City Pays \$1902.75 Employee Pays \$127.25	City Pays \$1902.75 Employee Pays \$127.25	City Pays \$1902.75 Employee Pays \$127.25
Employee + 1 / Family	City Pays \$1872.87 Employee Pays \$157.13	City Pays \$1872.87 Employee Pays \$157.13	City Pays \$1872.87 Employee Pays \$157.13	City Pays \$1872.87 Employee Pays \$157.13	City Pays \$1872.87 Employee Pays \$157.13	City Pays \$1872.87 Employee Pays \$157.13
100% Prescription Coverage Plan						
Employee only	City Pays \$1985.25 Employee Pays \$154.75	City Pays \$1985.25 Employee Pays \$154.75	City Pays \$1985.25 Employee Pays \$154.75	City Pays \$1985.25 Employee Pays \$154.75	City Pays \$1985.25 Employee Pays \$154.75	City Pays \$1985.25 Employee Pays \$154.75
Employee + 1 / Family	City Pays \$1955.37 Employee Pays \$184.63	City Pays \$1955.37 Employee Pays \$184.63	City Pays \$1955.37 Employee Pays \$184.63	City Pays \$1955.37 Employee Pays \$184.63	City Pays \$1955.37 Employee Pays \$184.63	City Pays \$1955.37 Employee Pays \$184.63
Worker's Compensation Insurance	Employee cost: \$0	Employee cost: \$0	Employee cost: \$0	Employee cost: \$0	Employee cost: \$0	Employee cost: \$0
Life Insurance + AD&D	City cost: \$0.146/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)	City cost: \$0.146/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)	City cost: \$0.146/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)	City cost: \$0.146/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)	City cost: \$0.146/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)	City cost: \$0.146/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)
LTD Insurance	City cost: 0.56% 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: 0.56% 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: 0.56% 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: 0.56% 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: 0.56% 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: 0.56% 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)
Medicare Tax	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
Social Security Tax	0	0	0	0	0	0
Time off						
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
Other Benefits						
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 Account	\$0	\$0	\$0 (unless otherwise approved in City budget)	\$0	\$500 per fiscal year	\$1000 per fiscal year
Vehicle allowance	\$0	\$0	\$0	\$0	\$0	\$300 per month
Tuition Reimbursement	100% up to the public institution rate	\$75/semester unit to a max of \$1,800/year over a consecutive 12 months period	100% up to the public institution rate	100% up to the public institution rate	100% up to the public institution rate	100% up to the public institution rate
Certificate/Education Incentive Pay	Non Sworn: AA/AS = 3% BA/BS = 6% POST Intermediate (with or without AA/AS) = 4% POST Advanced (with or without AA/AS) = 7% AA/AS = 3% BA/BS = 6% BA/BS with POST Advanced = 8.5% **8.5% max**	BA/BS = 4% MA/MS = 6% Related Fire Certs (see MOU) = 1-3.5% **7.5% max**	For Police Sergeant ONLY: POST Intermediate (with or without AA/AS) = 4% POST Advanced (with or without AA/AS) = 7% AA/AS = 3% BA/BS = 6% BA/BS with POST Advanced = 8.5% **8.5% max**	Employees in Water Division ONLY: 1% per grade, 6% max. with Water Treatment Operator's Certificate and/or Waster Distribution Certificate Employees in Wastewater Division ONLY: 1% per grade, 4% max. with Wastewater Collection Maintenance Certificate ACSR I/II in Cable ONLY: 2.5% cable technology premium	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	\$950/year	\$850/year	\$950/year	0	0	Police and Fire ONLY: \$950/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 (EAP)	Yes	Yes	Yes	Yes	Yes	Yes
Flexible Spending Plan	Yes	Yes	Yes	Yes	Yes	Yes
Credit Union	Yes	Yes	Yes	Yes	Yes	Yes