



	01/01/2017 4% or Prop C formula, whichever is greater Employee to contribute 7% towards individual employee's retirement contribution.												
<b>Shift Differential</b>	2.5% of base salary if four (4) hours of shift fall between 7:00 p.m. – 7:00 a.m.												
<b>Special Duty Pay</b>	<table border="0"> <tr> <td>Trainer</td> <td>5% of base rate of pay for all hours worked.</td> </tr> <tr> <td>SWAT or Hostage Negotiator</td> <td>5% of base rate of pay for all hours worked.</td> </tr> <tr> <td>Detective</td> <td>5% of base hourly rate X 80 hours</td> </tr> <tr> <td>Corporal</td> <td>7.5% of base hourly rate X 80 hours.</td> </tr> <tr> <td>On-Call</td> <td>\$1.25 per hour</td> </tr> <tr> <td>Dog Handler</td> <td>(See Exhibit B of the Police Service Dog Handler Agreement)</td> </tr> </table>	Trainer	5% of base rate of pay for all hours worked.	SWAT or Hostage Negotiator	5% of base rate of pay for all hours worked.	Detective	5% of base hourly rate X 80 hours	Corporal	7.5% of base hourly rate X 80 hours.	On-Call	\$1.25 per hour	Dog Handler	(See Exhibit B of the Police Service Dog Handler Agreement)
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Dog Handler	(See Exhibit B of the Police Service Dog Handler Agreement)												
<b>Special Holiday Pay</b>	<p>An employee working a regularly scheduled shift on the following four (4) holidays shall be compensated at double time:</p> <ul style="list-style-type: none"> <li>• New Year's Day</li> <li>• Independence Day</li> <li>• Thanksgiving Day</li> <li>• Christmas Day</li> </ul> <p>Working overtime on any one of the holidays listed above will be compensated at double time and one-half.</p>												
<b>Health and Welfare</b>													
<b>Health</b>	\$1,093 per month – City contribution (Remaining premium, if any, paid by employee.)												
<b>Dental</b>	City Paid												
<b>Vision</b>	City Paid												
<b>Flexible Spending</b>	<p>The City will make available this plan pursuant to IRS Section 125. Allows payroll deduction of pre-tax dollars for:</p> <ul style="list-style-type: none"> <li>• Health Care Expenses (\$2,650 max for 2018)</li> <li>• Dependent Care Expenses (\$5,000 max)</li> </ul>												
<b>Life and AD&amp;D Insurance</b>	\$50,000 Life and Accidental Death & Dismemberment Insurance – City Paid.												
<b>Medicare</b>	1.45% tax paid by employer and 1.45% tax paid by employee.												
<b>Short Term Disability (SDI)</b>	1.0% tax to maximum taxable wage limit (City paid).												

## Reimbursements

<b>Tuition Reimbursement</b>	The maximum amount eligible for reimbursement is \$958.14 for the 16/17 fiscal year.
<b>Uniform Allowance</b>	Sworn Personnel and Community Services Officer, Police Technical Assets Coordinator, and Animal Control Officer: \$950 per year Non-Sworn (Except those identified above): \$780 per year

## Retirement & Deferred Compensation

<b>Deferred Compensation</b>	Up to \$100 per month in City matching funds. <u>Note:</u> Non-sworn employees hired after 12/31/2012 are not eligible for the employer match.
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<b>Retirement System</b>	California Public Employee Retirement System (CalPERS)	
	<b><u>NON-SWORN EMPLOYEES:</u></b>	
	Hired BEFORE 1/1/2013:	Hired 1/1/2013 or AFTER:
	<b>CLASSIC</b> Formula – 2% @ 55 Contributions: Employee: 7% (Employee Paid)	<b>CLASSIC</b> Formula – 2% @ 55 Contributions: Employee: 7% (Employee Paid)  <b>PEPRA PERS</b> Member Formula – 2% @ 62 Contributions: Employee: 6.25% (Employee Paid)
	<b><u>SWORN EMPLOYEES:</u></b>	
	Hired BEFORE 1/1/2013:	Hired 1/1/2013 or AFTER:
	<b>CLASSIC</b> Formula – 3% @ 50 Contributions: Employee: 9% (Employee Paid)	<b>CLASSIC</b> Formula – 3% @ 50 Contributions: Employee: 9% (Employee Paid)  <b>PEPRA PERS</b> Member Formula – 2.7% @ 57 Contributions: Employee: 11.50% (Employee Paid)
	<b>PEPRA PERS</b> Member: Average of 3 highest years of service compensation Survivor Benefit: 4 <sup>th</sup> Option Credit for Unused Sick Leave: Yes  <b>CLASSIC PERS</b> Member: Single highest year compensation Survivor Benefit: 4 <sup>th</sup> Option Credit for Unused Sick Leave: Yes  Retiree Health Benefits: If hired prior to May 2003, City pays \$1,093 towards retiree health. Hired in May 2003 or after, City contribution is based on State vesting schedule.	

<b>Social Security</b>	City Employees do not contribute to Social Security (FICA).
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<b>Leaves</b>																						
<b>Bereavement Leave</b>	Up to three (3) days for designated relatives. An additional two (2) days of PTO may be used as well.																					
<b>Paid Time Off (PTO)</b>	<p>A new employee will begin to accrue PTO immediately upon hire. An employee may use PTO as soon as it is accrued.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="background-color: #D9E1F2;">Years of Service</th> <th style="background-color: #D9E1F2;">Per Year (hours)</th> <th style="background-color: #D9E1F2;">Per Pay Period (hours)</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">0-1</td> <td style="text-align: center;">234</td> <td style="text-align: center;">9.000</td> </tr> <tr> <td style="text-align: center;">1-2</td> <td style="text-align: center;">242</td> <td style="text-align: center;">9.308</td> </tr> <tr> <td style="text-align: center;">2-3</td> <td style="text-align: center;">250</td> <td style="text-align: center;">9.615</td> </tr> <tr> <td style="text-align: center;">3-4</td> <td style="text-align: center;">258</td> <td style="text-align: center;">9.923</td> </tr> <tr> <td style="text-align: center;">4-9</td> <td style="text-align: center;">274</td> <td style="text-align: center;">10.538</td> </tr> <tr> <td style="text-align: center;">9+</td> <td style="text-align: center;">298</td> <td style="text-align: center;">11.462</td> </tr> </tbody> </table>	Years of Service	Per Year (hours)	Per Pay Period (hours)	0-1	234	9.000	1-2	242	9.308	2-3	250	9.615	3-4	258	9.923	4-9	274	10.538	9+	298	11.462
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<b>Sick Leave</b>	<p>Hours Earned Per Years of Service:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="background-color: #D9E1F2;">Years of Service</th> <th style="background-color: #D9E1F2;">Per Year (hours)</th> <th style="background-color: #D9E1F2;">Per Pay Period (hours)</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">0-1</td> <td style="text-align: center;">56</td> <td style="text-align: center;">2.1539</td> </tr> <tr> <td style="text-align: center;">1+</td> <td style="text-align: center;">72</td> <td style="text-align: center;">2.7693</td> </tr> </tbody> </table> <p>If employed for ten (10) years or more, at retirement, a portion of sick leave can be cashed out and/or converted to retirement credit.</p>	Years of Service	Per Year (hours)	Per Pay Period (hours)	0-1	56	2.1539	1+	72	2.7693												
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<b>Probationary Period</b>	<p>Lateral, Promotional, Non-Sworn: 12 months</p> <p>Police Officer hires not possessing a Basic POST Certificate: 18 months</p>																					