

General Salary Information:

Salary range is a 5 step range, with 5% increment between steps. Appointment within the range is DOQ. Salary adjustments within the range occur at 6 months (Step A only) or 1 year if hired at a higher step, and annually thereafter to top of range.

Salary increases 7/2/16 = 3.0%
 (effective the pay period beginning on the 7/1/17 = 3.0%
 following dates) 6/30/18 = 3.5%

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

Specialty Pays:

Bilingual Pay PERS reportable 3.5% of Top Step Police Officer monthly salary

**Provisional Training Officer/
 Provisional Acting Sgt** PERS reportable 4.0% of current monthly base salary for actual hours worked

**Special Assignments - (Investigations,
 Special Enforcement Unit, Acting Sgt,
 NSIB, Traffic, & Youth Services)** PERS reportable 3.5% of current monthly salary

Canine \$185.33 per pay period

Ancillary Pays -- **Not to exceed 3.75% of base pay.**

SWAT PERS reportable 3.5% of current monthly base pay

Crime Scene Specialist PERS reportable 1.75% of current monthly base pay

Crime Scene Coordinator PERS reportable 2.0% of current monthly base pay

Hostage Negotiations PERS reportable 3.5% of current monthly base pay

Hostage Negotiations Coordinator PERS reportable 2.0% of current monthly base pay

Traffic Accident Reconstruction Specialist PERS reportable 1.75% of current monthly base pay

Traffic Accident Reconstruction Specialist PERS reportable 2.0% of current monthly base pay

Coordinator

Range Master PERS reportable 1.75% of current monthly base pay

Range Coordinator PERS reportable 2.0% of current monthly base pay

Post Certificate -- (For employees hired after 9/1/12)

Intermediate PERS reportable \$ 100.00 per month

Advanced PERS reportable Addl. \$ 100.00 per month (cumulative = \$ 200.00)

Supervisory PERS reportable Addl. \$ 75.00 per month (cumulative = \$ 275.00)

Educational Incentive -- (Effective 1/1/13)

Associate's Degree PERS reportable **Police Officer** \$100 per month **Sergeant** \$100 per month

Bachelor's Degree PERS reportable \$285 per month \$345 per month

Master's Degree (or higher) PERS reportable \$324 per month \$395 per month

Uniform Allowance PERS reportable \$ 1,200.00 *Annual allowance, paid equally over 26 pay periods. New hires are given their initial uniform in lieu of 1st yr allowance*
 for Tiers 1 & 2 only

Shift Differential PERS reportable Swing shift 3.0% of monthly base salary

PERS reportable Grave shift 6.0% of monthly base salary

Tuition Reimbursement \$1,200 per Year

Health and Welfare:

Health Insurance

Coverage Type	Monthly Amount of City Contribution <i>(Based on the cost of City's premium.)</i>	Employee's Monthly Contribution (1/1/16 through 12/31/16)				
		CalPERS Kaiser Bay Area Premium Amount	CalPERS Blue Shield Premium Amount	CalPERS PERS Choice Premium Amount	CalPERS PORAC Premium Amount	CalPERS Blue Shield -HPN Premium Amount
Single	\$675.00	\$71.47	\$358.86	\$123.36	\$24.00	\$341.18
2-party	\$1,350.00	\$142.94	\$717.72	\$246.72	\$49.00	\$682.36
Family	\$1,795.00	\$145.82	\$893.04	\$280.74	\$0	\$847.07

Coverage Type	Monthly Amount of City Contribution <i>(Based on the cost of City's premium.)</i>	Employee's Monthly Contribution (1/1/16 through 12/31/16)				
		CalPERS PERS Select Premium Amount	CalPERS PERS Care Premium Amount	CalPERS Anthem HMO Select Premium Amount	CalPERS Anthem HMO Traditional Premium Amount	CalPERS United Health Care Sacramento Premium Amount
Single	\$675.00	\$55.07	\$214.27	\$46.79	\$180.42	\$11.36
2-party	\$1,350.00	\$110.14	\$428.54	\$93.58	\$360.84	\$22.72
Family	\$1,795.00	\$103.18	\$517.10	\$81.65	\$429.09	\$0.00

*Employees may waive coverage and opt for health in-lieu at \$500 monthly. Proof of coverage is required.

Life Insurance \$50,000 of coverage paid for by City.

Dental Insurance

Coverage Type	Monthly Amount of City Contribution	Employee's Monthly Contribution	
		Delta Care HMO	Delta Dental PPO
Single	\$52.85	\$0.00	\$5.82
2-party	\$89.86	\$0.00	\$9.30
Family	\$137.43	\$0.00	\$9.99

Accruals and Leaves:

Vacation Accrual

Years of Service	Hours/Year
0-4 *	85.71
5-9	137.14
10-12	154.28
13-16	171.43
17-19	188.57
20+	205.71

Maximum accrual is 280 hours.

Lateral Hire Vacation Accrual

Employees hired on or after 10/1/2010, with at least 5 years previous experience with another California public safety agency are eligible. Upon successful completion of probation and through their fourth year of service with the City of Napa, eligible employees will accrue 120 hours of vacation per year.

Sick Leave Accrual

96 hours per year.

Holidays

Employees receive 14 paid holidays per year. Holidays paid is 8 hours per day and is PERS reportable.

Retirement and Deferrals:

PERS

Retirement Tier	PERS Plan	Final Compensation Calculation	Pre-Tax Employee contribution	Plan available to new hires?	Pensionable Cap?
<i>Tier 1</i>	3.0% @ 50	Single-highest year	14.5%	No	Yes, 90% of final compensation calculation
<i>Tier 2</i>	3.0% @ 55	Three year average	14.5%	Yes with prior PEPPRA ¹ qualified employment	Yes, 90% of highest 3 year average
<i>Tier 3</i>	2.7% @ 55	Three year average	14.5%	Yes	Yes, FY13 = \$140,424

1. PEPPRA 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.

PERS Survivor Benefit
Employee PERS Contribution

1959 4th level, employee cost is \$0.93 per pay period.
Employee's contribution (see PERS table above) deducted from employees' salary. (Pre-tax)

Sick Leave to PERS Service Credit

All members eligible to convert unused sick leave to retirement service credit at the time of retirement.

PORAC Retiree Medical Trust

City contributes \$150 per month per employee and each member contributes \$250 per month (pre-tax).

Deferred Compensation

Members are eligible to enroll in 457 plan.