

General Salary Information:

Salary range is actually 20 steps, with 1% increment between steps. Appointment within the range is DOQ. Salary adjustments within the range occur annually (to top of range).

Salary increases
(effective the pay period beginning on the following dates)

6/4/16 = 3.0%
12/31/16 = 3.0%
12/30/17 = 3.35% with an increase in uniform allowance to \$936.00 per year

Phone Stipend

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

Auto Allowance

Eligible for a monthly auto allowance or a take-home City vehicle (subject to certain restrictions).

Specialty Pays:

POST Certificate

Supervisory

\$161.96 per pay period (Lieutenant), \$182.09 per pay period (Captain)

Management

\$242.94 per pay period (Lieutenant), \$273.14 per pay period (Captain)

Uniform Allowance

PERS reportable \$ 555.90 annual allowance increases to \$936 per year in 2018.

Tuition Reimbursement

\$1,000 per Year

Health and Welfare:

Health Insurance

Coverage Type	Monthly Amount of City Contribution (Based on the cost of City's premium.)	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 (Based on the cost of City's premium.)	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.

AD&D

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

	Coverage Type	Monthly Amount of City Contribution	Employee's Monthly Contribution	
			Delta Care HMO	Delta Dental PPO
Dental Insurance	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	Option 1		Option 2		Option 3	
	Years of Service	Hours/Year	Years of Service	Hours/Year	Years of Service	Hours/Year
	0-4	120	0-4	152	0-4	168
	5-9	137.14	5-9	169.12	5-9	185.12
	10-12	154.28	10-12	186.32	10-12	202.32
	13-16	171.43	13-16	203.44	13-16	219.44
	17-19	188.57	17-19	220.56	17-19	236.56
	20+	205.71	20+	237.68	20+	253.68
Sick Leave Accrual	96		32		0	

Maximum accrual is 280 hours. Members with maximum accrued vacation hours may make an irrevocable election in December to cash out up to 80 hours by December of the following year.

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

Management Leave Hours 7-1-16 earn 52 hours with half of the hours eligible to be cashed out. 1-1-17 earn 104 hours with half of the hours eligible to be cashed out. (Not reportable to PERS). Hours not used or cashed out during the year are forfeited.

Retirement and Deferrals:

<i>PERS</i>	PERS Plan	Final Compensation Calculation	Pre-Tax Employee contribution	Plan available to new hires?	Pensionable Cap?
	3.0% @ 50	Single-highest year	14.50%	No	Yes, 90% of final compensation calculation
	3.0% @ 55	Three year average	14.50%	Yes with prior PEPRA ¹ qualified employment	Yes, 90% of highest 3 year average
	2.7% @ 55	Three year average	16.75%	Yes	Yes, CY16 = \$140,424

1. PEPRA 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*** 1959 4th level, members cost \$0.93 per pay period.
- Sick Leave to Service Credit*** All members eligible.
- Employee PERS Contribution*** Employee's required contribution (see PERS table above) deducted from employees' salary. (Pre-tax). Effective the pay period closest to when PERS completes the contract amendment Tiers 2 and 3 will have a pre-tax employee contribution of 13.0% and 14.25%, respectively. The current estimate of when this will occur is early February 2017.
- Retiree Health Insurance*** Employees hired into the Police Management unit (lateral hires) after January 17, 2015, are enrolled in the PORAC Retiree Medical Trust (RMT). The City contributes \$150 per month and the employee contributes \$250 per month into the
- Deferred Compensation*** Members are eligible to enroll in a 457 plan.