

Unrepresented Non-Management

Effective 7/1/16 to 6/30/17

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 at 6 months, and annually there after (to top of range).

Salary increases	3.08%	1/1/2017
(effective the pay period beginning on the following dates)	3.50%	1/1/2018

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

Specialty Pays:

Bilingual Pay	3.5% or 4% of employee's salary
Notary Specialty Pay	2% of employee's salary
Dispatch Acting Pay (Supv/Training)	4% of employee's salary as assigned
Tree Hazard Pay	3% of employee's salary (For Park Maintenance Workers assigned to tree crews)
Swing Shift Differential Pay	3% of employee's salary
Grave Shift Differential Pay	6% of employee's salary
Stand By Pay	\$350/weekly as assigned
Class A or B License Pay	\$15 per pay period (24 pay periods) for designated classifications.
Fire Investigations Team	\$65 per pay period (24 pay periods) for Fire Prevention Inspectors assigned this duty.
Tool Allowance	\$600/year (Mechanics)
Boot Allowance	\$210/year as assigned <i>Initial boot allowance - \$210.</i>
Uniform Allowance	\$475/year for Community Service Officers (<i>An Initial Uniform will be provided- to CSO's</i>) A max of \$300/year (non cash) is granted for other positions requiring uniforms. \$200/year for pants for designated classifications.
Tuition Reimbursement	\$1,200 per year

Health and Welfare:

Health Insurance

Coverage Type	Monthly Amount of City Contribution (Based on the cost of Kaiser's HMO premium.)	Employee's Monthly Contribution	
		Monthly Kaiser Premium Amount	Monthly Western Health Advantage Premium Amount
Single	\$675.00	\$0.00	\$0.00
2-party	\$1,350.00	\$0.00	\$0.00
Family	\$1,795.00	\$0.00	\$0.00

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

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

Life Insurance \$50,000 of coverage paid for by City
AD & D \$50,000 of coverage paid for by City

SDI -State Disability Insurance Premiums paid 100% by employee

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Accruals and Leaves:

Vacation Accrual

Years of Service	Hours per Year	# of 8 hour days per year
0-3	85.71	10.71
4	104.00	13.00
5-9	137.14	17.14
10-12	154.28	19.29
13-16	171.43	21.43
17-19	188.57	23.57
20+	205.71	25.71

Maximum carryover accrual is 280 hours.

Sick Leave Accrual 96 hours per year

Holidays Employees receive 14 paid holidays per year.

Retirement and Deferrals:

PERS

PERS Plan	Final Compensation Calculation	Pre-Tax EE contribution	Plan available to new hires?	Pensionable Cap?
2.7% @ 55	Single-highest year	12.5%	No	No
2.0% @ 60	Three year average	11.5%	Yes with prior PEPRA ¹ qualified employment	No
2.0% @ 62	Three year average	10.75%	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.

Pre-Tax Employee Contribution Effective 1/1/16 through 10/7/16 this cost share will be reduced by 1.5%.

PERS Survivor Benefit City contributes \$1.11 per pay period for the 1959 Indexed Survivor Benefit.

Sick Leave to PERS Service Credit All members eligible.

Retiree Health Insurance For employees hired on or before 12/31/12, who had at least 15 years of service at retirement, the City contribution is \$244 a month.

For employees hired on or after 1/1/13, who had at least 10 years of service at retirement, the City contribution is \$244 a month.

Deferred Compensation Members are eligible to enroll in 457 plan. City contributes \$50 per month to 457 plan.