

EXECUTIVES - FIRE AND POLICE CHIEFS ONLY

Effective 7/1/15 to 6/30/16

Special Pays:

Auto Allowance \$375 per month

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

Tuition Reimbursement \$1,000 per year reimbursed for qualifying educational expenses.

Health and Welfare:

Medical Insurance

		Employee's Monthly Contribution	
Coverage Type	Monthly Amount of City Contribution (Based on the cost of Kaiser's HMO premium.)	Monthly Kaiser Premium Amount	Western Health Advantage
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 City coverage and opt for health in-lieu at \$500 monthly. Proof of alternative coverage is required.

Life Insurance and AD&D \$100,000 each of coverage paid for by City.

Dental Insurance

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

Accruals and Leaves:

Vacation Accrual

Years of Service	Days per Year
0-4	15
5-9	17.14
10-12	19.29
13-16	21.43
17-19	23.57
20+	25.71

Maximum accrual is 280 hours.
Eligible for 80 hours of cash out annually.

Individual contracts stipulate that on average vacation accrual levels begin at the "10-12 Years of Service" rate.

Sick Leave Accrual 12 days per year.

Holidays Employees receive 14 holidays per year.

Management Leave hours 120 hours each fiscal year. Employees may cash out up to 60 hours of eligible Management leave each FY.

Paid Closure Days In 2015, the City will be closed for business on December 28 and 29. Employees will be paid for this time off.

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Retirement and Deferred Compensation:

<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	9%	No	Yes, 90% of final compensation calculation
	3.0% @ 55	Three year average	9%	Yes with prior PEPPRA ¹ qualified employment	Yes, 90% of final compensation calculation
	2.7% @ 55	Three year average	11.25%	Yes	Yes, FY15 = \$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.

Sick Leave to Service Credit All members eligible to convert unused S/L to retirement service credit at the time of retirement.

PERS Cost Share In addition to the required employee contribution towards PERS (see table above), employees pay 5.5% (pre-tax) towards the employer's share of PERS.

PERS Safety/Fire Chief 1959 Survivor Benefit is Index at an Employee contribution of \$1.11 per pay period.
PERS Safety/Police Chief 1959 Survivor Benefit is 4th level at an Employee contribution of \$0.93 per pay period.

Retiree Health Insurance For retired employees who have at least 10 years of service at retirement, the City contribution is \$347 a month.

Deferred Compensation

457 Members are eligible to enroll.

401(a) City contributes \$300 per month with matching \$300 contribution from employee.