

ITEM	Director	Mid-Managers	Confidential	ACE	*POA	CAPTAIN	CHIEF	CITY MANAGER
CONTRACT TERM		7/1/12-6/30/18	7/1/12-6/30/18	7/1/12-6/30/18	7/1/13-6/30/18	7/1/13-6/30/18		
NEXT NEGOTIATED SALARY INCREASE	1/1/14 AVG CPI 7/1/14, 15, 16,17 See mou for cap	1/1/14 AVG CPI 7/1/14, 15, 16,17 See mou for cap	1/1/14 AVG CPI 7/1/14, 15, 16,17 See mou for cap	1/1/14 AVG CPI 7/1/14, 15, 16,17 See mou for cap	Annual CPI June			
PERS RETIREMENT TOTAL RATE EMPLOYER CAP	2.5% @55 Total Rate: 26.780% Tier 1 16.488% Tier 2 11.488	3% @ 50 Total Rate: 40.165% 28.291% 23.291%	3% @ 50 Total Rate: 40.165% 28.291% 23.291%	3% @ 50 Total Rate: 40.165% 28.291% 23.291%	2.5% @55 Total Rate: 26.780% Tier 1 16.488% Tier 2 11.488			
HEALTH, DENTAL & VISION CITY CONTRIBUTION RATE (emp who choose no coverage receive Emp amount in cash)	7/1/14 \$718 emp \$921/emp 1 \$1,126/emp +2	7/1/14 \$718 emp \$921/emp 1 \$1,126/emp +2	7/1/14 \$718 emp \$921/emp 1 \$1,126/emp +2	7/1/14 \$718 emp \$921/emp 1 \$1,126/emp +2	7/1/14 \$718 emp \$921/emp 1 \$1,126/emp +2			
LIFE INSURANCE	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000
CALL BACK/ON CALL	no	Yes	no	Yes	4hrs @ot rate K9&Det =2hr	no	no	no
VEHICLE ALLOWANCE	0	0	0	0	0	0	Use of City Vehicle	0
BILINGUAL PAY	No	5%	5%	5%	5%	no	no	no
ADMINISTRATIVE LEAVE	10 days/yr Non-cumulative	0	10 days/yr Non-cumulative	0	0	10 days/yr Noncumulative	10 days/yr Non-cumulative	10 days/yr 240 max
PERSONAL HOLIDAY	3 days/yr	3 days/yr	3 days/yr	3 days/yr	3 days/yr	3 days/yr	3 days/yr	3 days/yr
PHYSICAL EXAM	no	Annual – amt not covered by insurance	Bi-annual (amt not covered)	Bi-annual (amt not covered) PW=annual	Annual \$100 over amt not covered by ins	Amt not covered by insurance	no	no
UNIFORM ALLOWANCE	no	PW supervisors	no	PW crews	Yes: see mou	\$910/yr	Original Purchase \$2,500, \$250/yr	no
TUITION REIMBURSEMENT	\$500/YR + text books	\$1,000/yr + text books	St college & UC 100% tuition +books	no	no			
EDUCATIONAL INCENTIVE	no	no	no	no	2.5%- 30cu 5% - 60cu 7% ba	no	no	no

ITEM	Directors	Mid-Managers	Confidential	ACE/GGE	*POA	CAPTAIN	CHIEF	CITY MANAGER
VACATION 1-2 yr – 12days 3-4 yr – 14 days 5-9yr – 17 days 10-19yr – 22 days 20+yr – 27 days	Same all the way across				See MOU			
VACATION CASH OUT	Cash out upon termination. May cash out up to 80 hrs/yr. Cap @ 360 hrs. Auto cash out an y hours above 360	Cash out upon termination. May cash out up to 80 hrs/yr. Cap @ 360hrs. Auto cash out an y hours above 360	Cash out upon termination. May cash out up to 80 hrs/yr. Cap @ 360 hrs. Auto cash out an y hours above 360	Cash out upon termination. May cash out up to 40 hrs/yr. Cap @ 360 hrs. Auto cash out an y hours above 360	Cap @ 504 hrs. Auto cash out an y hours above 504	Cash out upon termination. May cash out up to 40 hrs/yr. Cap @ 504 hrs. Auto cash out hours above 504	Cash out upon termination. Cash out up to 80 hrs. Cap @360 hrs. Auto cash out hours above 360	Cash out upon termination. Cap @360 hrs Auto cash out hours above 360
STD/LTD	City paid	City paid	City paid	City paid	City paid	City paid	City paid	City paid
HOLIDAYS	12 days/yr	12 days/yr	12 days/yr	12 days/yr	12 days/yr	12 days/yr	12 days/yr	12 days/yr
SICK LEAVE	12 days/yr	12 days/yr	12 days/yr	12 days/yr	12 days/yr	12 days/yr	12 days/yr	12 days/yr
SOCIAL SECURITY	0	0	0	0	0	0	0	0
SDI	0	0	0	0	0	0	0	0
BEREAVEMENT	3 days	3 days	3 days	3 days	3 days	3 days	3 days	3 days
LONGEVITY	Yes - Varies	15 yr continuous service – 5% 20 yr compounded 5%	15 yr continuous service – 5% 20 yr compounded 5%	15 yr continuous service – 5% 20 yr compounded 5%	10 yr = 5% 20yr = 5%	10 yr = 5% 15 yr 5%	no	no
SPECIALITY PAY				Equipment operator 5% Actg. Super 10%	Detective 5% Canine + 2hr/wk FTO = 5%			
OTHER	severance				Court – min 4hr Night Differ		4mo severance	12 mo severance

*Community Service Officers have different agreement within POA MOU
Updated 7/1/2014