



<p>RETIREMENT - CalPERS Tier 1 ("Classic") 3%@50 formula.</p> <p>Tier II (hired on or after July 1, 2011) 2%@50 formula. Employee contributes 9%.</p> <p>AB 340. New members pay initial CalPERS contribution of 50% of normal cost rate, rounded to nearest quarter of 1%. Safety Option 2: 2.7%@57. Retirement based on highest 36 month period.</p> <p>Retiree Medical \$400/month subsidy who worked 20+ years for City and is age 55+.</p> <p>City participates in Medicare but not Social Security.</p> <p>DEFERRED COMPENSATION A plan is available.</p>	<p>WORK SCHEDULE Four (4) quarterly shift changes/year; bid on semi-annual basis for 2 consecutive shifts at a time.</p> <p>Extra Job Sign-Ups available to officers who pass probation.</p> <p>GENERAL LEAVE <u>Years of Service/Hours Per Year</u> 1st: 96 hours 5th: 120 hours 8th: 136 hours 15th: 160 hours 16th: 168 hours 17th: 176 hours Automatic cash out of unused vacation in excess of 270 hours every February.</p> <p>Leave of Absence, not to exceed 60 days, every other year without pay.</p> <p>SICK TIME 10 hours per month; 12 hours per month starting at year 15. Cash out up to 96/hours per year OR convert 100% of sick time, in excess of 176 hours, to vacation.</p> <p>HOLIDAYS Officers assigned to patrol receive 132 hours of Holiday Comp Time annually.</p>	<p>HEALTH INSURANCE PPO and HMO options. Up to \$1,931.04/month for staff and eligible dependents. \$20 co-pays.</p> <p>Dental: Up to \$226.30/month contribution.</p> <p>Mental health and vision insurance offered (not covered).</p> <p>LONG-TERM DISABILITY Provided through the association.</p> <p>City-paid full premium. 30 day waiting period.</p> <p>Short Term Max: 66.6% earnings (Max \$1,125/week); Long-Term: Max benefit \$4,500/month.</p> <p>TERM LIFE INSURANCE City-paid, \$60K.</p> <p>ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE</p> <p>EMPLOYEE ASSISTANCE PROGRAM (EAP)</p>	<p>SIGN-ON BONUS <u>\$30K Sign-On for Pre-Service Candidates</u> \$5,000 when sworn-in as a Police Officer; \$5,000 after six (6) months of service; \$5,000 at the end of one (1) year probation; \$5,000 at the end of the 2nd year \$5,000 at the end of the 3rd year \$5,000 at the end of the 4th year</p> <p><u>\$40,000 Sign-On Bonus for Lateral Candidates</u> \$5,000 at time of appointment; \$5,000 after six (6) months of service; \$5,000 at the end of one (1) year probation; \$8,333 at the end of the 2nd year of \$8,333 at the end of the 3rd year o \$8,334 at the end of the 4th year of service.</p> <p>LONGEVITY PAY Extra 5% base salary on year 5, 10, 15 & 20.</p> <p>PREMIUM PAY Available for detective, police liaison, training, motorcycle patrol, watch commander, special assignments, canine officer.</p> <p>PEACE OFFICER STANDARD TRAINING (POST) PAY Earn AA/AS Degree or Intermediate POST Certificate: additional 5% above base salary Earn BA/BS or Advanced POST Certificate: Additional 10% above base salary</p> <p>COMPENSATION Overtime Eligible UNIFORM ALLOWANCE: \$1,000/year AMMUNITION REPLACEMENT 50 rounds of ammunition/month at firing range. PHYSICAL FITNESS TIME On-duty workout 30 minutes/ shift</p>
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