



DPOA BENEFIT SUMMARY

If you have any questions on this benefit sheet or any other benefits, please contact the Human Resources Dept. at (707) 678-7000.

CONTRACT TERM	7/01/18 – 6/30/2021
SALARY INCREASE	07/19 5% 07/20 5%
CALPERS RETIREMENT	Tier One - 3% @ 50 - "Classic" members hired before November 20, 2011. Tier Two - 3% @ 55 - "Classic" members hired on/after November 20, 2011. Tier Three - 2.7% @ 57 - "New" members hired on/after January 1, 2013. See the specific Memorandum of Understanding (MOU) for tier eligibility and contribution amounts.
SOCIAL SECURITY	The City does <u>not</u> participate in social security. Required Medicare portion (1.45% cost to employee; 1.45% cost to employer). Non-regular employees, who do not participate in PERS, will be enrolled in the PARS ARS 457 Plan (Employee contributes 6.2% of wages and Employer contributes 1.3% of wage).
MONTHLY BENEFIT ALLOWANCE AND SECTION 125 CAFETERIA PLAN	Employees receive a Monthly Benefit Allowance (MBA) from the City as outlined in the specific MOU, in addition to base salary, for the purchase of employee benefits. The MBA will be added to employee's earnings as taxable income and may be used to purchase employee benefits offered by the City. The MBA will not be added to base salary for purposes of calculating PERS contributions or other salary-based incentives. Employees may choose to pay for benefits with pre-tax dollars via election through the Flexible Benefits, IRS Section 125 plan. Eff 7/9/18 EE Only: \$920/mo EE+1: \$1130/mo EE+2: \$1,398.22 (70% of the Kaiser (Bay Area) Employee+2 or more (family rate)) If no medical is chosen: \$600 per month of MBA as taxable income Permanent part-time employees working 20 hrs/wk or more receive a prorated portion of the employee only rate based on hrs worked up to 40 hrs.
MEDICAL INSURANCE THROUGH CALPERS	Choice of CalPERS Region 1 Basic Plans. https://www.calpers.ca.gov/ Plan rates and availability depend on city of residence. Dependent children are eligible for coverage until age 26.
DENTAL INSURANCE	Choice of two dental plans: Delta PPO & DeltaCare DHMO. Dependent children are eligible for coverage in both plans until age 26.
VISION INSURANCE	The plan provides coverage for exams and lenses every 12 months and frames every 24 months. Standard lenses are covered at 100 percent after a \$20.00 copayment if you use a network provider.
LIFE INSURANCE	City Paid: \$15,000 term life and AD&D. Effective: first of month following hire date. Cost is \$0.14 per \$1,000 on the life and \$0.03 per \$1,000 on the AD&D.

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	<p>Employee Paid: Employees can elect \$10,000 increments not to exceed \$500,000 or 5 times their annual salary, whichever is less, for themselves. May also elect \$5,000 increments not to exceed \$250,000 or 50% of the employee's elected benefit for their spouse. Coverage is also available for dependent children. Rates are age banded and based on the employee's or spouse's age per \$1,000 increments. Guaranteed issue \$100,000.</p>						
LONG TERM DISABILITY	<p>City Paid: Provides income protection of 2/3 salary after 60 days for injury or illness. Cost is (\$0.420 per \$100 of covered payroll per month) for all permanent employees regularly scheduled to work twenty (20) hours per week or more.</p>						
VOLUNTARY SUPPLEMENTAL INSURANCE	<p>Products available through AFLAC: Accident Indemnity Advantage, Short-Term Disability Policy, Hospital Advantage Plan, Personal Cancer Care, Hospital Intensive Care Protection, Life Protector.</p>						
FLEXIBLE SPENDING ACCOUNT (FSA)	<p>Employees may elect to allocate each year, on a pre-tax basis, a specified amount from each pay check to be held and reimbursed to them on a tax free basis upon submitting receipts for either unreimbursed Medical and/or Dependent Care expenses. Administered by AFLAC/WageWorks.</p>						
DEFERRED COMPENSATION	<p>Voluntary contribution - no City match.</p>						
VACATION	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%;">0-5 years</td> <td>12 days (96 hrs/yr)</td> </tr> <tr> <td>6-10 years</td> <td>15 days (120 hrs/yr)</td> </tr> <tr> <td>10 + years</td> <td>20 days (160 hrs/yr)</td> </tr> </table> <p>Maximum accrual is 2 times employee current annual accrual. Employee receives payment for all unused vacation time earned but not taken upon separation.</p>	0-5 years	12 days (96 hrs/yr)	6-10 years	15 days (120 hrs/yr)	10 + years	20 days (160 hrs/yr)
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SICK LEAVE	<p>Unlimited accrual at the rate of 8 hrs per month.</p>						
SICK LEAVE CASH OUT INCENTIVE	<p>Sick leave accruals can be cashed out at the following rates and completion of:</p> <ul style="list-style-type: none"> 1-5 years of service: 20% 6-10 years of service: 30% 11+ years of service: 2% per year thereafter to a max of 50% <p>Retiring employees may convert accrued sick leave to cash, PERS service credit or into their VEBA account (if applicable), based on the above chart.</p>						
HOLIDAYS	<p>11 holidays/year plus one floating holiday.</p>						
BILINGUAL INCENTIVE	<p>2.5% of base pay with certified Spanish language skills.</p>						
EDUCATION REIMBURSEMENT	<p>After 1 year of service, eligible to participate in Education Reimbursement Program. \$800 per year for courses in keeping with field of employment.</p>						
BEREAVEMENT LEAVE	<p>In the event of a death in the immediate family, each full-time or benefited part-time employee shall be eligible for up to 3 working days of paid bereavement leave.</p>						
MILEAGE REIMBURSEMENT	<p>Employees driving their personal vehicles to conduct City business may receive mileage reimbursement in accordance with IRS rates.</p>						

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EMPLOYEE ASSISTANCE PROGRAM (EAP)	Employees and/or family members may receive up to six (6) sessions per person, per incident at no cost. Administered by ACI. City pays \$2.13 per employee a month.
ADMIN LEAVE PAY (for FLSA exempt employees)	NA
OVERTIME	FLSA covered employees earn 1-1/2 of the employee's regular rate of pay as defined by FLSA. Eligible employees receive either pay or earn Comp Time up to a max of 144 hrs. Overtime is paid after 80 hrs in a 2 week period.
SHIFT DIFFERENTIAL	2.5% of base pay for night shift hours actually worked.
UNIFORM ALLOWANCE	Sworn: \$1,000/yr See MOU for details
CALL BACK PAY	Min of 2 hrs at 1-1/2 times the regular rate of pay. Dept. business by phone while off duty calculated to the nearest 12 minute increment.
TRAINING PAY	FTO: 5% for shifts assigned and worked.
CANINE (K-9) PAY	3.5 additional hours per week at straight time.
COURT APPEARANCE	1-1/2 times regular rate of pay for 4 hours, or number of hours at court, whichever is greater. If court appearance scheduled for day off is cancelled and officer has not confirmed with night watch commander, no payment will be made.
STAND BY PAY	\$2.15 per hour for weekday evenings; \$100 per day on weekend days; \$100 for holidays.
ACTING/OUT OF CLASS PAY	OIC and Investigators receive 5% for shifts assigned and worked by Chief or designee.
PHYSICAL FITNESS PROGRAM	Sworn per month: \$120 Gold, \$95 Silver, \$70 Bronze.
LONGEVITY	F Step (5%)
MEDICAL PREMIUM PAYMENT UPON RETIREMENT	NA
EDUCATION INCENTIVE	DPOA-Sworn Personnel: <ul style="list-style-type: none"> •2.5% added to base salary for POST Intermediate Certificate or 60 college semester units. •5% added to base salary for POST Advanced Certificate or completion of 120 college semester units (not cumulative).

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