



Benefits Summary

Effective 6/11/2024

BENEFIT	Miscellaneous Office	Public Works	Police Officers	Supervisors & Professionals	Managers & Confidential	Lieutenants
Term of Agreement	7/1/2021 - 6/30/2024	7/1/2020 - 6/30/2024	7/1/2021 - 6/30/2024	7/1/2020 - 6/30/2024	7/1/2021 - 6/30/2024	7/1/2021 - 6/30/2024
Salary Increases	7/1/2021 - 3.25% 7/1/2022 - 3.25% 7/1/2023 - 3.25%	7/1/2021 - 3.25% 7/1/2022 - 3.25% 7/1/2023 - 3.25%	7/1/2021 - 3.5% 7/1/2022 - 3.25% 7/1/2023 - 3.25%	7/1/2021 - 3.25% 7/1/2022 - 3.25% 7/1/2023 - 3.25%	7/1/2021 - 3.25% 7/1/2022 - 3.25% 7/1/2023 - 3.25%	7/1/2021 - 3.5% 7/1/2022 - 3.25% 7/1/2023 - 3.25%
Shift Differential Pay	Non-sworn Police Department EEs receive 3% of base salary	Grade III Operators - \$1.75/hour on weekends	1.5% Swings 3% Graves 5% Relief	N/A	N/A	N/A
Standby Pay	\$440.46/week	\$426.59/week Wastewater Treatment Plant staff prorated based on days assigned	N/A	\$447.92/week	N/A	N/A
Bilingual Pay	\$25 bimonthly	\$25 bimonthly	\$25 bimonthly	\$25 bimonthly	\$25 bimonthly	N/A
Education Incentive Pay	AA/AS - \$75/month BA/BS - \$125/month MA/MS - \$175/month	N/A	AA/AS/POST Int. - 2.5% base salary BA/BS/POST Adv. - 5% base salary Master's - 7.5% base salary	N/A	N/A	AA/AS/POST Int. - 2.5% base salary BA/BS/POST Adv. - 5% base salary Master's - 7.5% base salary
Trainer Incentive Pay	Police Dispatchers/Supervisors assigned as a trainer-5% base salary	N/A	FTO - 5% base salary	N/A	N/A	N/A
Management Incentive Pay	N/A	N/A	N/A	N/A	N/A	N/A
Other Pay	N/A	Cross Training - \$350/year	Special Assignment - 5% base salary	N/A	N/A	N/A
Compensatory Time	Max Annual Accrual: 60 hours Community Services Officers - 80 hrs	Max Annual Accrual: 60 hours Solid Waste Equipment Operators and Lead Workers - 80 hours	Max Annual Accrual: 80 hours	N/A	N/A	N/A
Uniform Allowance	Uniformed members in PD - \$500/year Police Dispatcher/Supervisor - \$750/year Community Service Officer - \$1,000/year	N/A	\$1,500/year	N/A	N/A	\$1,500/year
Medical: CalPERS Health	City Contribution EE Only - \$1,339.70/month EE +1 - \$2,042.82/month EE + Family - \$2,257.32/month	City Contribution EE Only - \$1,339.70/month EE +1 - \$2,042.82/month EE + Family - \$2,257.32/month	City Contribution \$2,613.29/month	City Contribution EE Only - \$1,339.70/month EE +1 - \$2,042.82/month EE + Family - \$2,257.32/month	City Contribution EE Only - \$1,339.70/month EE +1 - \$2,042.82/month EE + Family - \$2,257.32/month	City Contribution \$2,613.29/month
Cash in-lieu of Medical	Per Month Hired on/before 5/1/14 - \$668.63 Hired after 5/1/14 - \$300	Per Month Hired on/before 5/1/14 - \$668.63 Hired after 5/1/14 - \$300	Per Month Hired on/before 5/1/14 - \$668.63 Hired after 5/1/14 - \$300	Per Month Hired on/before 5/1/14 - \$668.63 Hired after 5/1/14 - \$300	Per Month Hired on/before 5/1/14 - \$668.63 Hired after 5/1/14 - \$300	Per Month Hired on/before 5/1/14 - \$668.63 Hired after 5/1/14 - \$300



Benefits Summary

Effective 6/11/2024

BENEFIT	Miscellaneous Office	Public Works	Police Officers	Supervisors & Professionals	Managers & Confidential	Lieutenants
Dental	<u>City Paid</u> EE Only - \$49.13/month EE +1 - \$91.28/month EE + Family - \$148.29/month	<u>City Paid</u> EE Only - \$49.13/month EE +1 - \$91.28/month EE + Family - \$148.29/month	<u>City Paid</u> EE Only - \$49.13/month EE +1 - \$91.28/month EE + Family - \$148.29/month	<u>City Paid</u> EE Only - \$49.13/month EE +1 - \$91.28/month EE + Family - \$148.29/month	<u>City Paid</u> EE Only - \$49.13/month EE +1 - \$91.28/month EE + Family - \$148.29/month	<u>City Paid</u> EE Only - \$49.13/month EE +1 - \$91.28/month EE + Family - \$148.29/month
Vision	<u>City Paid</u> \$23.45/month	<u>City Paid</u> \$23.45/month	<u>City Paid</u> \$23.45/month	<u>City Paid</u> \$23.45/month	<u>City Paid</u> \$23.45/month	<u>City Paid</u> \$23.45/month
EAP - Employee Assistance Program	<u>City Paid</u> \$4.05/month	<u>City Paid</u> \$4.05/month	<u>City Paid</u> \$4.05/month	<u>City Paid</u> \$4.05/month	<u>City Paid</u> \$4.05/month	<u>City Paid</u> \$4.05/month
Life & AD&D Insurance	<u>Basic Life - City Paid</u> 1 1/2X annual base salary, max \$150,000: \$0.175/\$1,000 month <u>AD&D - City Paid</u> 1 1/2X annual base salary, max \$150,000: \$0.045/\$1,000 month <u>Voluntary Life - EE Paid</u> Optional EE, spouse/partner, and child coverage	<u>Basic Life - City Paid</u> 1 1/2X annual base salary, max \$150,000: \$0.175/\$1,000 month <u>AD&D - City Paid</u> 1 1/2X annual base salary, max \$150,000: \$0.045/\$1,000 month <u>Voluntary Life - EE Paid</u> Optional EE, spouse/partner, and child coverage	<u>Basic Life - City Paid</u> \$20,000 \$0.175/\$1,000 month <u>AD&D - City Paid</u> \$100,000 \$0.045/\$1,000 month <u>Voluntary Life - EE Paid</u> Optional EE, spouse/partner, and child coverage	<u>Basic Life - City Paid</u> 1 1/2X annual base salary, max \$150,000: \$0.175/\$1,000 month <u>AD&D - City Paid</u> 1 1/2X annual base salary, max \$150,000: \$0.045/\$1,000 month <u>Voluntary Life - EE Paid</u> Optional EE, spouse/partner, and child coverage	<u>Basic Life - City Paid</u> 1 1/2X annual base salary, max \$150,000: \$0.175/\$1,000 month <u>AD&D - City Paid</u> 1 1/2X annual base salary, max \$150,000: \$0.045/\$1,000 month <u>Voluntary Life - EE Paid</u> Optional EE, spouse/partner, and child coverage	<u>Basic Life - City Paid</u> 1 1/2X annual base salary, max \$150,000: \$0.175/\$1,000 month <u>AD&D - City Paid</u> 1 1/2X annual base salary, max \$150,000: \$0.045/\$1,000 month <u>Voluntary Life - EE Paid</u> Optional EE, spouse/partner, and child coverage
Long Term Disability	<u>City Paid</u> 66 2/3% of first \$15,000 income, 90 day waiting period, \$.54/\$100 covered	<u>City Paid</u> 66 2/3% of first \$15,000 income, 90 day waiting period, \$.54/\$100 covered	N/A	<u>City Paid</u> 66 2/3% of first \$15,000 income, 90 day waiting period, \$.54/\$100 covered	<u>City Paid</u> 66 2/3% of first \$15,000 income, 90 day waiting period, \$.54/\$100 covered	<u>City Paid</u> 66 2/3% of first \$15,000 income, 90 day waiting period, \$.54/\$100 covered
Short Term Disability	<u>City Paid</u> 66 2/3% of first \$3,465 income 29 day waiting period \$.337/\$100 covered	<u>City Paid</u> 66 2/3% of first \$3,465 income 29 day waiting period \$.337/\$100 covered	N/A	<u>City Paid</u> 66 2/3% of first \$3,465 income 29 day waiting period \$.337/\$100 covered	<u>City Paid</u> 66 2/3% of first \$3,465 income 29 day waiting period \$.337/\$100 covered	<u>City Paid</u> 66 2/3% of first \$3,465 income 29 day waiting period \$.337/\$100 covered
CalPERS Retirement	<u>Tier 1:</u> 2.7% at 55 - hired on/before 10/1/10; EE 8%; ER 12% <u>Tier 2: CLASSIC Members</u> 2% at 60 - hired after 10/1/10; EE 7%; ER 12.006% <u>Tier 3: PEPRA Members</u> 2% at 62 - hired on/after 1/1/13; EE 7.5%; ER 12.006%	<u>Tier 1:</u> 2.7% at 55 - hired on/before 10/1/10; EE 8%; ER 12% <u>Tier 2: CLASSIC Members</u> 2% at 60 - hired after 10/1/10; EE 7%; ER 12.006% <u>Tier 3: PEPRA Members</u> 2% at 62 - hired on/after 1/1/13; EE 7.5%; ER 12.006%	<u>Tier 1:</u> 3% at 50 - hired on/before 9/1/12; EE 9%; ER 25.391% <u>Tier 2: CLASSIC Members</u> 3% at 55 - hired after 9/1/12; EE 9%; ER 20.585% <u>Tier 3: PEPRA Members</u> 2.7% at 57 - hired on/after 1/1/13; EE 13.75%; ER 13.044%	<u>Tier 1:</u> 2.7% at 55 - hired on/before 10/1/10; EE 8%; ER 12% <u>Tier 2: CLASSIC Members</u> 2% at 60 - hired after 10/1/10; EE 7%; ER 12.006% <u>Tier 3: PEPRA Members</u> 2% at 62 - hired on/after 1/1/13; EE 7.5%; ER 12.006%	<u>Tier 1:</u> 2.7% at 55 - hired on/before 10/1/10; EE 8%; ER 12% <u>Tier 2: CLASSIC Members</u> 2% at 60 - hired after 10/1/10; EE 7%; ER 12.006% <u>Tier 3: PEPRA Members</u> 2% at 62 - hired on/after 1/1/13; EE 7.5%; ER 12.006%	<u>Tier 1:</u> 3% at 50 - hired on/before 9/1/12; EE 9%; ER 25.391% <u>Tier 2: CLASSIC Members</u> 3% at 55 - hired after 9/1/12; EE 9%; ER 20.585% <u>Tier 3: PEPRA Members</u> 2.7% at 57 - hired on/after 1/1/13; EE 13.75%; ER 13.044%



Benefits Summary

Effective 6/11/2024

BENEFIT	Miscellaneous Office	Public Works	Police Officers	Supervisors & Professionals	Managers & Confidential	Lieutenants
457 Deferred Compensation Plan	Voluntary EE contributions	Voluntary EE contributions	Voluntary EE contributions	City Contributions \$110/month matching 2% of salary no matching Voluntary EE contributions	City Contributions \$110/month matching 3% of salary no matching Voluntary EE contributions	City Contributions \$110/month matching 3% of salary no matching Voluntary EE contributions
Social Security	Social Security The City does not contribute to Social Security.	Social Security The City does not contribute to Social Security.	Social Security The City does not contribute to Social Security.	Social Security The City does not contribute to Social Security.	Social Security The City does not contribute to Social Security.	Social Security The City does not contribute to Social Security.
Retiree Health Savings Account	City Paid \$100/month EE hired on/after 7/1/12	City Paid \$100/month EE hired on/after 7/1/12	City Paid \$200/month EE hired on/after 7/1/12	City Paid \$50/month - EE hired between 10/1/10 & 7/1/12 \$100/month - EE hired on/after 7/1/12 EE Paid \$50/month - EE hired on/after 10/1/10	City Paid \$100/month EE hired on/after 7/1/12	City Paid \$200/month EE hired on/after 7/1/12
Retiree Medical	Retired Prior to 7/1/2012 City Contribution \$2,042.82/month Current Employees hired prior to 7/1/2012 City Contribution \$1,326.63/month Employees hired on or after 7/1/2012 City Contribution \$157/month	Retired Prior to 7/1/2012 City Contribution \$2,042.82/month Current Employees hired prior to 7/1/2012 City Contribution \$1,326.63/month Employees hired on or after 7/1/2012 City Contribution \$157/month	Retired Prior to 7/1/2012 City Contribution \$2,042.82/month Current Employees hired prior to 7/1/2012 City Contribution \$1,500/month Employees hired on or after 7/1/2012 City Contribution \$157/month	Retired Prior to 7/1/2012 City Contribution \$2,042.82/month Current Employees hired prior to 7/1/2012 City Contribution \$1,326.63/month Employees hired on or after 7/1/2012 City Contribution \$157/month	Retired Prior to 7/1/2012 City Contribution \$2,042.82/month Current Employees hired prior to 7/1/2012 City Contribution \$1,326.63/month Employees hired on or after 7/1/2012 City Contribution \$157/month	Retired Prior to 7/1/2012 City Contribution \$2,042.82/month Current Employees hired prior to 7/1/2012 City Contribution \$1,500/month Employees hired on or after 7/1/2012 City Contribution \$157/month
Holidays	13 days (8 hr days)	13 days (8 hr days)	14 days (8 hour days)	13 days (8 hr days)	13 days (8 hr days)	13 days
Floating Holidays	2 days	2 days		2 days	2 days	2 days
Holiday Worked	EEs required to work holidays will be paid 8 hours of holiday pay plus 1 1/2 times their regular rate of pay for all hours worked	EEs required to work holidays will be paid 8 hours of holiday pay plus 1 1/2 times their regular rate of pay for all hours worked	All personnel who work at least 50% of their shift or commence shift on actual holiday shall receive 5 additional hours of holiday pay	N/A	N/A	N/A
Vacation Accrual	Years of Service 0 - 3 11 days 3 - 7 16 days 7 - 12 21 days 12+ 26 days CSOs (hired on/before 7/1/12) 0 - 5 16 days 5 - 10 21 days 10+ 26 days	Years of Service 0 - 3 11 days 3 - 7 16 days 7 - 12 21 days 12+ 26 days	Years of Service (hired after 6/1/98) <3 9 days 3 - 7 13 days 7 - 12 17 days 12+ 21 days Hired on/before 6/1/98 <5 13 days 5 - 12 18 days 12 - 20 23 days 20+ 28 days	Years of Service 0 - 5 16 days 5 - 10 21 days 10+ 26 days	Years of Service 0 - 5 16 days 5 - 10 21 days 10+ 26 days	Years of Service 0 - 5 16 days 5 - 10 21 days 10+ 26 days Hired prior to 6/1/98 28 days
Sick Leave	8 hours/month	8 hours/month	8 hours/month	8 hours/month	8 hours/month	8 hours/month
Longevity	40 hours bonus vacation after each five year period of continuous, full time employment	40 hours bonus vacation after each five year period of continuous, full time employment	4% with 10 years of sworn service	40 hours bonus vacation after each five year period of continuous, full time employment	40 hours bonus vacation after each five year period of continuous, full time employment	4% with 10 years of sworn service



Benefits Summary

Effective 6/11/2024

BENEFIT	Miscellaneous Office	Public Works	Police Officers	Supervisors & Professionals	Managers & Confidential	Lieutenants
Personal Time Off	N/A	N/A	N/A	80 hours/fiscal year	80 hours/fiscal year	80 hours/year
Administrative/ Executive Leave	N/A	N/A	N/A	N/A	N/A	N/A
Bereavement Leave	3 days 5 days out of state 10 days out of country	3 days 5 days out of state 10 days out of country	3 days 5 days out of state 10 days out of country	3 days 5 days out of state 10 days out of country	3 days 5 days out of state 10 days out of country	3 days 5 days out of state 10 days out of country



Benefits Summary

Effective 6/11/2024

BENEFIT	Captains	Assistant Directors	Department Directors	City Attorney	City Manager
Term of Agreement	Unrepresented, at-will	Unrepresented, at-will	Unrepresented, at-will	Contract effective 06/11/2024	Contract effective 7/1/2023
Salary Increases	7/1/2021 - 3.5% 7/1/2022 - 3.25% 7/1/2023 - 3.25%	7/1/2021 - 3.25% 7/1/2022 - 3.25% 7/1/2023 - 3.25%	Non-Sworn / Sworn 7/1/2021 - 3.25% 3.5% 7/1/2022 - 3.25% 3.25% 7/1/2023 - 3.25% 3.25%	Reviewed annually	Reviewed annually
Shift Differential Pay	N/A	N/A	N/A	N/A	N/A
Standby Pay	N/A	N/A	N/A	N/A	N/A
Bilingual Pay	N/A	N/A	\$25 bimonthly	\$25 bimonthly	N/A
Education Incentive Pay	BA/BS/POST Adv. - 5% base salary Master's - 7.5% base salary	N/A	Police Chief BA/BS/POST Adv.- 5% base salary Master's - 7.5% base salary	N/A	N/A
Trainer Incentive Pay	FTO - 5% base salary	N/A	N/A	N/A	N/A
Management Incentive Pay	N/A	N/A	11 hours/month	N/A	11 hours/month
Other Pay	N/A	N/A	N/A	N/A	N/A
Compensatory Time	N/A	N/A	N/A	N/A	N/A
Uniform Allowance	\$1,500/year	N/A	Police Chief - \$1,500/year	N/A	N/A
Medical: CalPERS Health	City Contribution \$2,613.29/month	City Contribution EE Only - \$1,339.70/month EE +1 - \$2,042.82/month EE + Family - \$2,257.32/month	City Contribution EE Only - \$1,339.70/month EE +1 - \$2,042.82/month EE + Family - \$2,257.32/month \$2,613.29/month/month Police Chief	City Contribution EE Only - \$1,339.70/month EE +1 - \$2,042.82/month EE + Family - \$2,257.32/month	City Contribution EE Only - \$1,339.70/month EE +1 - \$2,042.82/month EE + Family - \$2,257.32/month
Cash in-lieu of Medical	Per Month Hired on/before 7/1/14 - \$668.63 Hired after 7/1/14 - \$300	Per Month Hired on/before 5/1/14 - \$668.63 Hired after 5/1/14 - \$300	Per Month Hired on/before 5/1/14 (7/1/14 for Police Chief) - \$668.63 Hired after 5/1/14 (7/1/14 for Police Chief) - \$300	\$300/month	\$300/month



Benefits Summary

Effective 6/11/2024

BENEFIT	Captains	Assistant Directors	Department Directors	City Attorney	City Manager
Dental	City Paid EE Only - \$49.13/month EE +1 - \$91.28/month EE + Family - \$148.29/month	City Paid EE Only - \$49.13/month EE +1 - \$91.28/month EE + Family - \$148.29/month	City Paid EE Only - \$49.13/month EE +1 - \$91.28/month EE + Family - \$148.29/month	City Paid EE Only - \$49.13/month EE +1 - \$91.28/month EE + Family - \$148.29/month	City Paid EE Only - \$49.13/month EE +1 - \$91.28/month EE + Family - \$148.29/month
Vision	City Paid \$23.45/month	City Paid \$23.45/month	City Paid \$23.45/month	City Paid \$23.45/month	City Paid \$23.45/month
EAP - Employee Assistance Program	City Paid \$4.05/month	City Paid \$4.05/month	City Paid \$4.05/month	City Paid \$4.05/month	City Paid \$4.05/month
Life & AD&D Insurance	Basic Life - City Paid 1 1/2X annual base salary, max \$150,000: \$0.175/\$1,000 month AD&D - City Paid 1 1/2X annual base salary, max \$150,000: \$0.045/\$1,000 month Voluntary Life - EE Paid Optional EE, spouse/partner, and child coverage	Basic Life - City Paid 1 1/2X annual base salary, max \$150,000: \$0.175/\$1,000 month AD&D - City Paid 1 1/2X annual base salary, max \$150,000: \$0.045/\$1,000 month Voluntary Life - EE Paid Optional EE, spouse/partner, and child coverage	Basic Life - City Paid 1 1/2X annual base salary, max \$150,000: \$0.175/\$1,000 month AD&D - City Paid 1 1/2X annual base salary, max \$150,000: \$0.045/\$1,000 month Voluntary Life - EE Paid Optional EE, spouse/partner, and child coverage	Basic Life - City Paid 1 1/2X annual base salary, max \$150,000: \$0.175/\$1,000 month AD&D - City Paid 1 1/2X annual base salary, max \$150,000: \$0.045/\$1,000 month Voluntary Life - EE Paid Optional EE, spouse/partner, and child coverage	Basic Life - City Paid 1 1/2X annual base salary, max \$150,000: \$0.175/\$1,000 month AD&D - City Paid 1 1/2X annual base salary, max \$150,000: \$0.045/\$1,000 month Voluntary Life - EE Paid Optional EE, spouse/partner, and child coverage
Long Term Disability	City Paid 66 2/3% of first \$15,000 income, 90 day waiting period, \$.54/\$100 covered	City Paid 66 2/3% of first \$15,000 income, 90 day waiting period, \$.54/\$100 covered	City Paid 66 2/3% of first \$15,000 income, 90 day waiting period, \$.54/\$100 covered	City Paid 66 2/3% of first \$15,000 income, 90 day waiting period, \$.54/\$100 covered	City Paid 66 2/3% of first \$15,000 income, 90 day waiting period, \$.54/\$100 covered
Short Term Disability	City Paid 66 2/3% of first \$3,465 income 29 day waiting period \$.337/\$100 covered	City Paid 66 2/3% of first \$3,465 income 29 day waiting period \$.337/\$100 covered	City Paid 66 2/3% of first \$3,465 income 29 day waiting period \$.337/\$100 covered	City Paid 66 2/3% of first \$3,465 income 29 day waiting period \$.337/\$100 covered	City Paid 66 2/3% of first \$3,465 income 29 day waiting period \$.337/\$100 covered
CalPERS Retirement	Tier 1: 3% at 50 - hired on/before 9/1/12; EE 9%; ER 25.391% Tier 2: CLASSIC Members 3% at 55 - hired after 9/1/12; EE 9%; ER 20.585% Tier 3: PEPRA Members 2.7% at 57 - hired on/after 1/1/13; EE 13.75%; ER 13.044%	Tier 1: 2.7% at 55 - hired on/before 10/1/10; EE 8%; ER 12% Tier 2: CLASSIC Members 2% at 60 - hired after 10/1/10; EE 7%; ER 12.006% Tier 3: PEPRA Members 2% at 62 - hired on/after 1/1/13; EE 7.5%; ER 12.006%	Tier 1: 2.7% at 55 hired on/before 10/1/10; EE 8%; ER 12% 3% at 50 Police Chief hired on/before 9/1/12; EE 9%; ER 25.391% Tier 2: CLASSIC Members 2% at 60 hired after 10/1/10; EE 7%; ER 12.006% 3% at 55 Police Chief hired on/after 9/1/12; EE 9%; ER 20.585% Tier 3: PEPRA Members 2% at 62 New PERS Members hired on/after 1/1/13; EE 7.5%; ER 12.006% 2.7% at 57 Police Chief hired on/after 1/1/13; EE 13.75%; ER 13.044%	Tier 3: PEPRA Members 2% at 62 - EE 7.5%; ER 12.006%	Tier 2: CLASSIC Members 2% at 60; EE 7%; ER 12.006%



Benefits Summary

Effective 6/11/2024

BENEFIT	Captains	Assistant Directors	Department Directors	City Attorney	City Manager
457 Deferred Compensation Plan	City Contributions \$110/month matching 4% of salary no matching Voluntary EE contributions	City Contributions \$110/month matching 4% of salary no matching Voluntary EE contributions	City Contributions \$110/month matching Voluntary EE contributions	City Contributions \$110/month matching Voluntary EE contributions	Voluntary EE contributions
Social Security	Social Security The City does not contribute to Social Security.	Social Security The City does not contribute to Social Security.	Social Security The City does not contribute to Social Security.	Social Security The City does not contribute to Social Security.	Social Security The City does not contribute to Social Security.
Retiree Health Savings Account	City Paid \$100/month EE hired on/after 7/1/12	City Paid \$100/month EE hired on/after 7/1/12	City Paid \$100/month EE hired on/after 7/1/12	City Paid \$100/month EE hired on/after 7/1/12	City Paid \$100/month EE hired on/after 7/1/12
Retiree Medical	Retired Prior to 7/1/2012 City Contribution \$2,042.82/month Current Employees hired prior to 7/1/2012 City Contribution \$1,500/month Employees hired on or after 7/1/2012 City Contribution \$157/month	Retired Prior to 7/1/2012 City Contribution \$2,042.82/month Current Employees hired prior to 7/1/2012 City Contribution Non-Sworn \$1,326.63/month Sworn \$1,500/month Employees hired on or after 7/1/2012 City Contribution \$157/month	Retired Prior to 7/1/2012 City Contribution \$2,042.82/month Current Employees hired prior to 7/1/2012 City Contribution \$1,500/month Police Chief - \$1,326.63/month Employees hired on or after 7/1/2012 City Contribution \$157/month	Employees hired on or after 7/1/2012 City Contribution \$157/month	Employees hired on or after 7/1/2012 City Contribution \$157/month
Holidays	13 days	13 days	13 days	13 days	13 days
Floating Holidays	2 days	2 days	2 days	2 days	2 days
Holiday Worked	N/A	N/A	N/A	N/A	N/A
Vacation Accrual	Years of Service 0 - 5 16 days 5 -10 21 days 10+ 26 days	Years of Service 0 - 5 16 days 5 -10 21 days 10+ 26 days	Years of Service 0 - 5 16 days 5 -10 21 days 10+ 26 days	168 hours/year 252 max accrual	207.96 hours/year 312 max accrual 24 hours upon hire
Sick Leave	8 hours/month	8 hours/month	8 hours/month	8 hours/month	8 hours/month
Longevity	4% with 10 years of sworn service	40 hours bonus vacation after each five year period of continuous, full time employment	40 hours bonus vacation after each five year period of continuous, full time employment	40 hours bonus vacation after each five year period of continuous, full time employment	40 hours bonus vacation after each five year period of continuous, full time employment



Benefits Summary

Effective 6/11/2024

BENEFIT	Captains	Assistant Directors	Department Directors	City Attorney	City Manager
Personal Time Off	N/A	80 hours Non-Sworn July 1 of each year Sworn May 1 of each year	40 hours	40 hours	N/A
Administrative/ Executive Leave	N/A	N/A	N/A	N/A	N/A
Bereavement Leave	3 days 5 days out of state 10 days out of country	3 days 5 days out of state 10 days out of country	3 days 5 days out of state 10 days out of country	3 days 5 days out of state 10 days out of country	3 days 5 days out of state 10 days out of country