



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	7/01/2021 – 6/30/2025
SALARY INCREASE	07/24 3.5%
CALPERS RETIREMENT	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.
PROBATIONARY PERIOD	The probationary period for newly hired lateral employees shall be 18 mo. which may be reduced to 12 mo. based on job performance at the sole discretion of the Police Chief.
PRIOR SWORN SERVICE CREDIT FOR VACATION ACCRUALS	Eligible for higher vacation accrual for prior sworn, full-time peace officer experience from other qualifying agencies. New hires must list years of service on job application and will be informed of eligible prior service and their accrual rates during the hiring process.
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: 1/1/2024 EE Only: \$920/mo. EE+1: \$1130/mo. EE+2: \$1,859.00/mo. (70% of the Kaiser (Region 1) Employee+2 or more (family) rate)) If no medical is chosen: \$600/mo. 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 Health Plans for Region 1. 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	City pays Employee Only rate. Choice of two dental plans: Delta PPO & DeltaCare DHMO.
VISION INSURANCE	City pays Employee only rate. 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. 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.
LONG TERM DISABILITY	City Paid: Provides income protection of 2/3 salary after 60 days for injury or illness. Available to employees who work twenty (20) hours per week or more.
SUPPLEMENTAL INSURANCE	Group Products available through AFLAC: Accident, Critical Illness, Hospital, Short-Term Disability Policies.

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FLEXIBLE SPENDING ACCOUNT (FSA)	Employees may elect to allocate each year, on a pre-tax basis, a specified amount from each paycheck 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 Maestro Health Marpai.
DEFERRED COMPENSATION	Voluntary contribution - no City match.
VACATION	0-5 years 17 days (136 hrs./yr.) 6-10 years 20 days (160 hrs./yr.) 10 + years 25 days (200 hrs./yr.) Maximum accrual is 2 times employee current annual accrual. Employee receives payment for all unused vacation time earned but not taken upon separation.
SICK LEAVE	Unlimited accrual at the rate of 8 hrs. per month.
SICK LEAVE CASH OUT INCENTIVE	Sick leave accruals can be cashed out at the following rates and completion of: 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% Retiring employees may convert accrued sick leave to cash, PERS service credit or into their VEBA account (if applicable), based on the above chart.
HOLIDAYS	11 holidays/year plus one floating holiday.
BILINGUAL INCENTIVE	2.5% of base pay with certified Spanish language skills.
EDUCATION REIMBURSEMENT	After 1 year of service, eligible to participate in the Education Reimbursement Program. \$800 per year for courses in keeping with field of employment.
BEREAVEMENT LEAVE	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.
MILEAGE REIMBURSEMENT	Employees driving their personal vehicles to conduct City business may receive mileage reimbursement in accordance with IRS rates.
EMPLOYEE ASSISTANCE PROGRAM (EAP)	ACI - Employees and/or family members may receive up to six (6) sessions per person, per incident at no cost. CORDICO INC – On Demand, 24/7/365; no cost
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: \$1,200/per fiscal yr.; paid bi-weekly or elect to receive allowance as vendor credit. 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.

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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. Test offered twice a year, on the months of April and October.
LONGEVITY	F Step (5%)
MEDICAL PREMIUM PAYMENT UPON RETIREMENT	NA
EDUCATION INCENTIVE	<p>DPOA-Sworn Personnel:</p> <p>2.5% added to base salary for POST Intermediate Certificate</p> <p>2.5% for completion of 60 college semester units.</p> <p>2.5% added to base salary for POST Advanced Certificate</p> <p>2.5% for completion of 120 college semester units.</p> <p>Shall not receive no more than 10% maximum.</p>
WELLNESS INCENTIVE	Sworn who participate in the Physical Fitness Program will receive a wellness incentive of \$50 per month in addition to whatever rating they receive from the Physical Fitness Program.

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