

# POLICE CHIEF BENEFIT SUMMARY SHEET

## FRINGE BENEFITS AND WELLNESS

- **CAFETERIA PLAN**  
Hired prior to 1/1/08: \$711.25/month towards Medical Plan plus additional medical premium if eligible;  
Hired on/after 1/1/08: \$350.00/month towards Medical Plan plus additional medical premium if eligible
- **DENTAL INSURANCE**  
Employer paid family coverage
- **VISION PLAN**  
Employer paid for employee only  
Dependents may be added at additional cost
- **LIFE INSURANCE**  
Employer paid \$100,000 policy
- **MEDICARE COVERAGE**  
Provided for employees hired after April 1, 1986
- **ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE**  
Covered accident/injury/loss up to \$102,000  
Work-related accident up to an additional \$50,000
- **SHORT/LONG TERM DISABILITY (STD/LTD)**  
70% after 14 day waiting period up to \$2,500/week  
60% after 180 day waiting period up to \$10,000/month
- **PROFESSIONAL DEVELOPMENT**  
\$75.00/month
- **WELLNESS**  
\$1,000/fiscal year for physical examination
- **WELLNESS CENTER AND LAP SWIM**  
Available to all active employees at no cost
- **EMPLOYEE ASSISTANCE PROGRAM (EAP)**  
Available to employees and dependents

## RETIREMENT BENEFITS

- **RETIREMENT - PERS**  
**3.0% @ 50 OR 2.7% @ 57**  
(depending on PERS membership date and City hire date)  
PERS will determine Classic or New membership status
- **RETIREE MEDICAL TRUST**  
\$100.00/pay period City contribution
- **RETIREE HEALTH SAVINGS PLAN (RHS)**  
Employer contributes \$100.00/month, 50% of accrued leave deposited into RHS account at separation
- **\$457 DEFERRED COMPENSATION PLAN**  
City matches \$457 deferred compensation employee contribution up to \$100.00/month
- **VOLUNTARY EMPLOYEES BENEFICIARY ASSOCIATION (VEBA)**  
1.5% base salary/month, \$39.97/month employer contribution, and 70% of the cash out value of sick leave at time of retirement

## VACATION AND HOLIDAYS

- **EXECUTIVE LEAVE**  
Less than 15 years of service...316 hours/year  
15+ years of service.....356 hours/year  
May cash out up to 350 hours/fiscal year
- **HOLIDAYS**  
11 days fixed

## SICK LEAVE AND OTHER LEAVES OF ABSENCE

- **BEREAVEMENT LEAVE** 3 days/eligible death
- **JURY DUTY** Unlimited
- **MILITARY LEAVE**  
30 paid calendar days/fiscal year per Military & Veterans Code; plus up to one year difference between City/military pay
- **MATERNITY LEAVE/PREGNANCY DISABILITY LEAVE**  
Up to 17 1/3 weeks unpaid leave  
(must supplement with paid sick leave if available)
- **FAMILY AND MEDICAL LEAVE ACT (FMLA) & CALIFORNIA FAMILY RIGHTS ACT (CFRA)**  
12 weeks unpaid leave in a 12 month period, if eligible  
(must supplement with paid leave if available)

## MISCELLANEOUS

- **BILINGUAL BONUS**  
\$100.00/month
- **CAR ALLOWANCE**  
\$374.00/month or vehicle provided
- **WORK SCHEDULE**  
Flexible based on assignment & department needs
- **TUITION REIMBURSEMENT**  
75% up to \$5,000/fiscal year
- **POST CERTIFICATES**  
Intermediate 6% of Police Chief top of range  
Advanced 10% of Police Chief top of range  
Supervisory 10% of Police Chief top of range  
Management 16% of Police Chief top of range  
(Percentages are not cumulative)
- **EDUCATIONAL DIFFERENTIAL**  
AA.....\$192.50/month  
BA/BS.....\$302.50/month  
MA/MS.....\$495.00/month

**THIS IS PROVIDED AS A SUMMARY OF BENEFITS AND DOES NOT CONFER ANY RIGHTS UPON ANY EMPLOYEE. PLEASE REFER TO THE APPROPRIATE RESOLUTION FOR A MORE DETAILED DISCUSSION OF THESE BENEFITS.**