

**BENEFIT SUMMARY**  
**POLICE OFFICERS ASSOCIATION (SPOA)**  
**(Term of MOU through 12/31/2015)**

**LONGEVITY PAY**

Effective July 1, 2007, employees who have attained twenty (20) years of service with the City of Salinas Police Department shall permanently receive a longevity pay incentive of an additional five percent (5%) base salary in recognition of their time in service.

**RETIREMENT**

Membership in the California Public Employees Retirement System (CalPERS) varies on eligibility and current retirement contribution status.

Classic Members:

PERS: 3% at 50. Employee contribution: 9%.

PERS: 3% at 55. Employee contribution: 9%.

New Members:

PEPRA New Members: 2.7% at 57. Employee contribution: 12.75%

**HEALTH INSURANCE**

The City shall contribute the full amount of the premiums equal to PERS Choice coverage for employee and eligible dependents. The City will also continue with the full amount of premiums paid for current supplementary dental and vision plan available to City employees and eligible dependents.

**LIFE INSURANCE**

Member purchases through Police Benefit Association. No City contribution.

**LTD**

Covered by Union program. City contributes premium equal to City program.

**PHYSICAL EXAMS**

Biennial: Eligible 24 months from date of regular hire. Thereafter, eligible every 24 months. Employees age 40 and over, eligible every 18 months. Forms available in Human Resources.

**PHYSICAL FITNESS/WELLNESS PROGRAM**

Fifty percent (50%) reimbursement of Health Club Membership or \$500/\$750/\$1000 annual fitness incentive for qualifying employees. (See MOU)

## **ANNUAL LEAVE**

1-5 years	= 22 days
6-10 years	= 27 days
11-15 years	= 29 days
16-17 years	= 30 days
18-19 years	= 31 days
20-24 years	= 32 days
25+ years	= 33 days

May request annual leave pay in cash once a year in January. Maximum pay for employees with less than 20 years is 10 days; maximum pay for 20+ years is 15 days; must take at least 10 days during year to receive leave pay.

## **HOLIDAYS**

12 per year plus 1 floating holiday for a total of 13.

## **TUITION ASSISTANCE**

Tuition Assistance: \$500 per year provided upon approval of Department Director and Human Resources Officer. (See MOU)

## **P.O.S.T. CERTIFICATION INCENTIVE**

At top salary step, 2.5% intermediate, 2.5% advanced P.O.S.T. Cert.

## **PREMIUM PAY**

Bilingual 5%, Motorcycle 5%; Canine 5%, DARE/SRO 5%, CSI 5%, FTO 5%, VSU 5%, P & T 5%, IA 5% (paid on base salary). See MOU for details.

## **NIGHT SHIFT DIFFERENTIAL**

Ten (\$10.00) per shift differential payment for designated employees working shifts where employees are on duty at midnight. Twenty (\$20.00) per shift for officers with 10+ years with the Salinas Police Department. (See MOU)

## **JURY DUTY - COURT PAY**

See MOU

## **UNIFORM ALLOWANCE**

\$1,200 per year

## **SPECIAL ASSIGNMENT PAY**

Maximum of 10% increase over base salary. See MOU, Personnel Manual Section 6C and Admin Memo 92-1.

## **RETIREE MEDICAL**

Twenty-five percent (25%) of premium per month or \$100 per month (whichever is less) toward retiree medical insurance for service retirees. (See MOU)

### **RETIREE HEALTH SAVINGS ACCOUNT**

City and Association shall review alternatives for the provision of an employee funded Retiree Health Savings Plans. City shall institute a qualified plan for the Association membership if requested to do so. The City shall not participate financially in any funding of the Plan.

### **BEREAVEMENT LEAVE**

4 days - See MOU and Personnel Manual, Section 8D.

### **EMPLOYEE ASSISTANCE PROGRAM (EAP)**

12 free counseling visits per employee family, per contract year provided to employees enrolled in a City paid health plan.

### **DEFERRED COMPENSATION PLAN**

Regular employees are eligible to contribute to the City of Salinas Deferred Compensation Plan. Deferred Compensation serves as a supplemental retirement plan and is accomplished through payroll deduction of pre-tax dollars to selected investment vehicles.

### **WORK SCHEDULE**

All officers (except school resource officers) work a 4/10 schedule.