



**CITY OF YUBA CITY
BENEFITS SUMMARY
POLICE OFFICERS ASSOCIATION
SWORN & NON-SWORN**

MOU: July 1, 2021 to June 30, 2023

TYPE OF BENEFIT	DESCRIPTION OF BENEFIT												
Acting Pay	Employees assigned to a higher classification on a temporary basis will be compensated at least 5% over their current base wage.												
Bilingual Pay	The City pays \$100.00 per month bilingual pay incentive for employees who demonstrate proficiency in a foreign language, based on the City's needs.												
Canine Unit Compensation	Off-Duty Canine Care Rate: \$15/hour up to 7 hours per week.												
Cash-in-Lieu (Reduce)	Employees who reduce the level of health care coverage to which they are entitled: i.e. from full family coverage to employee plus one, or employee only coverage, or from employee plus one to employee only coverage. The Cash-in-lieu benefit is based upon the lowest cost health plan available to the majority of City employees. <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>Plan Type:</th> <th>Bonus</th> </tr> </thead> <tbody> <tr> <td>EE +1 to EE</td> <td>\$231.50/month</td> </tr> <tr> <td>Family(EE+2) to EE+1</td> <td>\$234.45/month</td> </tr> <tr> <td>Family (EE+2) to EE</td> <td>\$465.95/month</td> </tr> </tbody> </table>	Plan Type:	Bonus	EE +1 to EE	\$231.50/month	Family(EE+2) to EE+1	\$234.45/month	Family (EE+2) to EE	\$465.95/month				
Plan Type:	Bonus												
EE +1 to EE	\$231.50/month												
Family(EE+2) to EE+1	\$234.45/month												
Family (EE+2) to EE	\$465.95/month												
Cash-in-Lieu (Forego)	The Cash-in-Lieu of medical insurance bonus for employees electing to forego health insurance coverage will be based on the below percentage of the current lowest cost health plan available to the majority of the employees. <table border="1" style="margin-left: 20px;"> <thead> <tr> <th>Plan Type:</th> <th>Bonus Percentage</th> <th>Bonus</th> </tr> </thead> <tbody> <tr> <td>Employee</td> <td>25%</td> <td>\$199.75/month</td> </tr> <tr> <td>Employee +1</td> <td>25%</td> <td>\$431.25/month</td> </tr> <tr> <td>Employee +2/Family</td> <td>30%</td> <td>\$665.70/month</td> </tr> </tbody> </table>	Plan Type:	Bonus Percentage	Bonus	Employee	25%	\$199.75/month	Employee +1	25%	\$431.25/month	Employee +2/Family	30%	\$665.70/month
Plan Type:	Bonus Percentage	Bonus											
Employee	25%	\$199.75/month											
Employee +1	25%	\$431.25/month											
Employee +2/Family	30%	\$665.70/month											
Compensatory Time	80 hour maximum accumulation. 40 hour maximum cash out per year.												
Court Appearances	Court time may be paid or accrued in the same manner as compensatory time and shall be computed on the same basis of three (3) hours or the actual amount of time the employee is required to appear in court, whichever is greater.												
Detective Assignment	For the period of the temporary assignment the employee shall receive a 7.5% salary increase.												
Educational Incentive (Sworn Personnel)	2.5% for employees with AA/AS degree, BA/BS, Intermediate POST Certificate or POST Advanced Certificate for a total of 10%. Incentive pays are not compounded; meaning that each incentive shall not exceed 10% per employee.												
Educational Incentive (Non-Sworn Personnel)	Non-sworn personnel working in the following classifications shall receive education incentive pay: Dispatcher I/II/III, Community Services Officers, Community Policing Coordinator or Evidence Technician 2.5% for employees with AA/AS degree or BA/BS for a total of 5%. Dispatchers are eligible for an additional 2.5% for an Intermediate POST Certificate or POST Advanced Certificate, for a total of 7.5% incentive. Incentive pays are not compounded, meaning that each incentive is separately applied to the employee's base pay.												
Longevity Pay	Upon completion of ten (10) years of service with City the employee shall receive longevity pay in the amount of two and one-half percent (2.5%) of their base hourly rate of pay. An additional two and one-half percent (2.5%) of base hourly rate of pay will be received upon completion of fifteen (15) and an additional two and one-half percent (2.5%) will be received upon completion of twenty (20) years of service.												
Employee Assistance Program	Employee and family members are eligible for free and confidential assessments, short term counseling, referrals, and follow-up services. This includes legal services unrelated to City employment issues through Managed Health Network (MHN).												
Wellness Program	Employee and family members - each eligible person receives access to the MHN Wellness Program through Managed Health Network (MHN).												
Field Training Officer (FTO)	5% additional compensation while assigned to the Departments Training Program.												

Health, Dental, Vision Insurance	Medical, Dental, and Vision premiums are paid both by the City and the employee monthly. The following chart details City and employee per pay period contributions for PORAC.		
	Plan Type:	City Contribution:	Employee Contribution:
	Employee	\$295.02	\$73.75
	Employee +1	\$636.92	\$159.23
	Employee +2/Family	\$819.32	\$204.83
	Dental/Vision	\$54.97	\$6.11
Holidays	In lieu of time off on holidays and holiday pay, employees assigned to regular patrol shifts and as Public Safety Dispatchers shall receive 7.33 hours straight time per month. Holiday Pay: 3.38 hours per pay period. Employees who work a 4/10 schedule with holidays off shall receive nine, ten hour holidays a year to be designated from the City's Rules and Regulations, coordinated with their supervisor.		
Life Insurance	Benefit is \$5,000 employee & \$2,000 dependents paid by the City. Employee can elect dependent coverage at employee's cost.		
PERS Contribution	Miscellaneous Tier 1 (Hired through Jun. 30, 2012): 8% (paid by the City) Tier 2 (Effective Jul. 1, 2012): 7% (paid by the City) Tier 3 New Members (Effective Jan. 1, 2013): 7% Safety Tier 1 & 2 (Hired through Jun. 30, 2012): 9% (paid by the City) Tier 3 (Effective Jul. 1, 2012): 9% (paid by the City) Tier 4 (Effective Jan. 1, 2013): 13%		
PERS Employer Contribution Rate (2021/2022)	Miscellaneous Tier 1 & 2: 11.42% Tier 3: 11.42% Safety Tier 1: 27.31% Tier 2: 26.08% Tier 3: 24.06% Tier 4: 14.6%		
PERS Plan	Miscellaneous Tier 1: 2.7% @ 55 Tier 2: 2% @ 55 Tier 3: 2% @ 62 Safety Tier 1 & 2: 3% @ 50 Tier 3: 3% @ 55 Tier 4: 2.7% @ 57		
EPMC (Employer Paid Member Contribution)	Classic PERS Members: The City reports 100% of the employer payment of member contributions (EPMC) to PERS as additional compensation for retirement purposes. New PERS Members (Eff. Jan. 1, 2013): No EPMC benefits per pension reform.		
PERS Cost Sharing	Effective July 1, 2015: Classic PERS members will cost share 9% (Safety)/8% (Misc. Tier 1)/7% (Misc. Tier 2) of the employer contribution rate.		
Professional Development Funds	City pays \$5,000 towards tuition and \$150 towards books annually for job related courses. Non-job related courses are paid at 50%. (Subject to approval.)		
Required Certifications	All costs associated with obtaining and maintaining certifications required by the State of California, the City of Yuba City or any governmental agencies will be paid by the City.		
Short Term Disability	Cost - .42% of earnings. Benefit - 60% of earnings.		
Sick Leave	3.7 hours per pay period - unlimited accrual.		
Standby Pay	Detectives only: paid at the rate of \$2.45 per hour.		
Uniform Allowance	\$684.25 per year.		
Vacation Accrual Rate	Sworn Lateral employees from other agencies shall receive credit for prior public sworn service when determining years of service for vacation benefits.		
	All 40 hour employees:	Rate	Maximum Accrual
	0 - Completion of 4 years:	4.0 hours	264 hours
	5 - Completion of 10 years:	5.5 hours	327 hours
	11 - Completion of 15 years:	6.5 hours	377 hours
	16 or more years:	7.1 hours	425 hours