



CITY OF YUBA CITY
BENEFITS SUMMARY

POLICE SERGEANTS

LOU: 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.															
Call Back	Stand by: 1 hour minimum at one and one half (1 1/2) times hourly rate. Emergency Call Back: 2 hour minimum (equivalent to 2 hrs straight time) at one and one half (1 1/2) times hourly rate.															
Cash-in-Lieu (Reduce)	<p>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.</p> <table border="1"> <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							
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Cash-in-Lieu (Forego)	<p>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.</p> <table border="1"> <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			
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Compensatory Time	80 hour maximum accumulation. 40 hour maximum cash out per year.															
Deferred Comp	City contribution of \$50.00 per month paid into a City of Yuba City Deferred Comp Plan.															
Educational Incentive	2.5% for AA degree or POST Intermediate Certificate. 7.5% for Bachelor's degree or POST Advanced Certificate. Additional 2.7% for POST Supervisory Certificate. Incentive pays are not compounded, meaning that each incentive is separately applied to the Sergeant's base pay. Effective the pay period that includes July 1, 2020, total of all incentives shall not exceed 12.7%.															
Longevity Pay	Employee shall receive longevity pay in the amount of one and a quarter percent (1.25%) of their base hourly rate of pay upon completion of five (5) years of service and an additional one and a quarter percent (1.25%) upon completion of ten (10) years of service. Employee shall receive longevity pay in the amount of two and one-half percent (2.5%) of their base hourly rate of pay upon completion of fifteen (15) of service and an additional two and one-half percent (2.5%) 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).															
Health, Dental, Vision Insurance	<p>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:</p> <table border="1"> <thead> <tr> <th>Plan Type:</th> <th>City Contribution:</th> <th>Employee Contribution:</th> </tr> </thead> <tbody> <tr> <td>Employee</td> <td>\$295.02</td> <td>\$73.75</td> </tr> <tr> <td>Employee +1</td> <td>\$636.92</td> <td>\$159.23</td> </tr> <tr> <td>Employee +2/Family</td> <td>\$819.32</td> <td>\$204.83</td> </tr> <tr> <td>Dental/Vision</td> <td>\$54.97</td> <td>\$6.11</td> </tr> </tbody> </table>	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
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Holiday Pay	In lieu of time off on holidays and holiday pay, Sergeants assigned to regular patrol shifts receive 7.33 hours straight time per month. Holiday Pay: 3.38 hours per pay period.															

Detective and FTO Pay	Sergeants assigned to Investigation and Net-5 shall receive 7.5% incentive pay (calculated from base hourly wage). Field Training Officer, and/or the Traffic Division shall receive 5% of incentive pay (calculated from base hourly wage).															
Life Insurance	Benefit is \$25,000 employee & \$2,000 dependents paid by the City. Employee can elect dependent coverage at employee's cost.															
PERS Contribution	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)	Safety Tier 1: 27.31% Tier 2: 26.08% Tier 3: 24.06% Tier 4: 14.6%															
PERS Plan	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 25, 2015: Classic PERS members will cost share 9% (Safety) or 8% (Tier 1 Misc.)/7 % (Tier 2 Misc.) of the employer contribution rate.															
Professional Development Funds	City reimburses \$5,000 towards parking fees, class presentation preparation materials, and other educationally related materials, fees or supplies. Non-job related courses are paid at 50% (Subject to approval).															
Short Term Disability	Cost - .42% of earnings. Benefit - 60% of earnings.															
Sick Leave	3.7 hours per pay period - unlimited accrual.															
Standby Pay	\$2.45 per hour.															
Uniform Allowance	\$900 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.															
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