

CITY OF ANTIOCH
ANTIOCH POLICE OFFICERS' ASSOCIATION, UNIT II
SWORN PERSONNEL

FRINGE BENEFIT SUMMARY
September 1, 2007 - August 31, 2016

WAGES

5-Step Plan

SIGNING BONUS

Lateral Officer-\$10,000 - \$1,500 at time of appointment & \$2,500 upon successful completion of probation period. \$6,000 upon five (5) years of service. Eff. 7/01/06 (***The signing bonus for lateral Officers has been temporarily suspended***).

CAFETERIA PLAN: (Eff. 1/01/15)

City contributes:

- \$ 734.14/mo – Single
- \$ 1,456.70/mo – Two-Party
- \$ 1,968.05/mo – Family

For the purchase of Health & Welfare Benefits:

(Any unused funds will be split 50/50 between City and Employee – Max. \$250.00)

City pays \$122.00/mo. for the PERS Minimum Employer Contribution (MEC)

Monthly Premium Rates (actual cost to emp)

Medical (PERS) - (Optional w/proof of other coverage)

	Single	2-Party	Family
Anthem Blue Cross Select HMO	540.41	1,202.82	1,600.27
Anthem Blue Cross Traditional HMO	705.57	1,533.14	2,029.68
Blue Shield Access+	806.87	1,735.74	2,293.06
Blue Shield NetValue	748.60	1,619.20	2,141.56
Kaiser Permanente	592.45	1,306.90	1,735.57
PERS Choice	578.84	1,279.68	1,700.18
PERS Select	568.43	1,258.86	1,673.12
PERSCare	653.08	1,428.16	1,893.21
UnitedHealthcare	728.67	1,579.34	2,089.74

Dental (Delta Dental) (Optional w/proof of other coverage)

	Single	2-Party	Family
Delta Dental - Option A	127.16	127.16	127.16
Delta Dental - Option B	127.78	127.78	127.78
Delta Dental - Option C	134.55	134.55	134.55
Delta Dental - Option D	182.61	182.61	182.61

Vision (Medical Eye Services) (Optional)

	Single	2-Party	Family
Medical Eye Services - Option 1	4.89	9.65	12.56
Medical Eye Services - Option 2	10.56	21.02	27.36
Medical Eye Services - Option 3	13.22	21.26	34.06

Life Insurance \$25,000 policy (Mandatory) Eff. 7/01/10 \$.21-1/2 per \$1,000

Supplemental Life Insurance

Available at employee's cost

Employee Asst. Program (Mandatory)

\$4.00 Eff. 7/01/12

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Page 2 of 4

UNIFORMS

\$71.67/Mo. (\$860/Yr.) Eff. 9/01/07
(Increases \$20/year for duration of agreement.)

ACTING PAY FOR WORKING IN HIGHER CLASS

After working cumulative total of 40 hours in higher class for training- 5% or lowest step of higher classification, whichever is greater, but not to exceed highest step of higher classification. (Applies only when the absence of employee in higher class is for 40 or more continuous hours.)

FTO's receive 5% differential when acting in that capacity. Eff. 9/01/96

DEFERRED COMPENSATION

City contributes \$19.50/mo. plus City matches \$1 for \$1 up to an additional \$20. **(This has currently been deferred)**

EDUCATIONAL INCENTIVE

Reimbursement for books & tuition for approved classes up to a maximum of \$800/year.

Effective 9/01/97

AA/Intermediate POST Cert.

Police Officer \$120

Police Corporal \$125

Police Sergeant \$130

BA/Advanced POST Cert.

Police Officer \$210

Police Corporal \$220

Police Sergeant \$230

SENIOR OFFICER PAY

Effective September 1, 2007 in recognition of a sworn peace officer establishing seniority in the profession, the City will pay each officer an addition amount based on the officer's tenure as a full time sworn peace officer in the in the State of California.

The additional amount shall be based on the formula below.

Total months of service as a sworn peace officer in the State of California	Additional pay as a % of the officers base monthly pay
Beginning the 108 through the 167 month	2.5 %
Beginning the 168 through the 227 month	5.0 %
Beginning the 228 month	7.5 %

The above amounts are non-compounding.

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Page 3 of 4

HOLIDAYS	14/Year (Includes 3 floating holidays)
HOLIDAY PAY	If actually worked.
VACATION	<u>Employees hired prior to 03/01/92</u> 16 days date of hire thru 4th year 20 days start of 5th thru 9th year 23 days start of 10th thru 14th year 25 days start of 15th thru 19th year 30 days start of 20th year <u>Employees hired after 03/01/92</u> 11 days date of hire thru 4th year 15 days start of 5th thru 9th year 18 days start of 10th thru 14th year 20 days start of 15th thru 19th year 25 days start of 20th year
OVERTIME	Maximum accumulation of 80 hours
COMP TIME BUY-BACK	Up to 40 hours per calendar year. Eff. 9/01/97
CALL-BACK TIME	More than 1 hour before or more than 1 hour after -- a minimum of 4 hours overtime. Eff. 9/01/01
MEAL ALLOWANCE	\$7.50/Meal
BILINGUAL PAY	\$100/Mo. Eff. 9/01/97
SICK LEAVE PAY UPON TERMINATION	Upon termination, employees with at least 10 years of service shall receive payment for 40% of their unused sick leave to a maximum of 40 days.
SICK LEAVE CONVERSION POLICY	At end of calendar yr. if employee has used less than 5 days of SL,** they can convert up to 12 days of current unused SL to vac. or cash on a 3-1 ratio, providing that such conversion does not reduce bal. to less than 400 hrs. SL not converted will accumulate. **Scheduled to work a 4-10 shift on 12/31 5 days = 50 hours Scheduled to work a 5-8 shift on 12/31 5 days = 40 hours
MEDICAL-AFTER-RETIREMENT	(see Medical-After-Retirement Plan) Hires on or after 9/1/07 = MARA defined contribution plan
SHIFT DIFFERENTIAL	2-1/2% Swing, 5% Grave Eff. 9/01/97

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Page 4 of 4

RETIREMENT

Public Employees Retirement System (PERS):
2.7% @ 57 for new employees;
3.0% @ 50 for classic/legacy employees

Employer Contribution Rate

FY 2014-15 = 33.900%