

BENEFIT SUMMARY CHART

	Confidential	Executive	Safety Support	Management & Professional	Fire	POA	PMA	Supervisors	Technical Services (MEA)	Regular Part-Time
MOU's	Current MOU eff 9/27/08 Expires 10/5/13	Annual	Current MOU eff 9/27/08 Expires 10/4/13	Current MOU eff 9/27/08 Expires 10/5/13	Current MOU eff 10/4/08 Expires 10/5/2011	Current MOU eff 9/29/07 Expires 10/7/11	Current MOU eff 9/29/07 Expires 10/7/11	Current MOU eff 8/4/10 Expires 10/5/13	Current MOU eff 9/27/08 Expires 10/5/13	Current MOU eff 12/20/08 Expires 12/31/10
Salary Increases Effective	Based on comp survey set at 75th percentile 9/27/08 9/26/09 9/25/10 9/24/11 9/22/12	Total Compensation to be set at the 75th percentile based on compensation study or COLA adjustment.	Based on comp survey set at 75th percentile 9/27/08 9/26/09 9/25/10 9/24/11 9/22/12	Based on comp survey set at 75th percentile 9/27/08 9/26/09 9/25/10 9/24/11 9/22/12	Based on comp survey set at 1% higher than survey agencies in LA and Orange counties.	9/29/07 3% 9/27/08 3.5% 9/26/09 2.7% 9/25/10 Based on comp survey set at 1% higher than survey agencies in LA and Orange counties	9/29/07 3% 9/27/08 3.5% 9/26/09 2.75% 9/25/10 % Based on comp survey set at 1% higher than survey agencies in LA and Orange counties	Based on comp survey set at 75th percentile 9/25/10 9/24/11 9/22/12	Based on comp survey set at 62.5th percentile 9/25/10 Based on comp survey set at 75th percentile 9/24/11 9/22/12	Employees who share the same classification of full-time employees will receive same pay adjustment as the full-time employees.
Retirement	2.5% @ 55 -City pays 8% of employees' contribution -Single highest year -1959 Survivors Benefit-Level 4 -Pre-Retirement Option 2W Benefit	2.5% @ 55 -City pays 8% of employees' contribution; 9% for sworn executives (3% @ 50) -City pays/reports EPMC -Single Highest year. -1959 Survivors Benefit-Level 4. -Pre-Retirement Option 2W Benefit.	2.5% @ 55 -City to pay 8% of required employees' contribution -Single highest year. -1959 Survivors Benefit-Level 4 -Pre-Retirement Option 2W Benefit. -City pays/reports EPMC	2.5% @ 55 -City to pay 8% of required employees' contribution -Single highest year. -1959 Survivors Benefit-Level 4 -Pre-Retirement Option 2W Benefit. -City pays/reports EPMC	3% @ 50 -City to pay 9% of the required employees' contribution. -Single highest year. -1959 Survivors Benefit-Level 4 -Survivor's continence -City pays/reports EPMC	3% @ 50 -City to pay 9% of the required employees' contribution. -Single highest year. -1959 Survivors Benefit-Level 4. -Survivor continuance -City pays/reports EPMC	3% @ 50 -City to pay 9% of the required employees' contribution. -Single highest year. -1959 Survivors Benefit-Level 4 -Post Retirement Survivor continuance -City pays/reports EPMC	2.5% @ 55 -City to pay 8% of required employees' contribution -Single highest year -1959 Survivors Benefit-Level 4 -Pre-Retirement Option 2W Benefit -City pays/reports EPMC	2.5% @ 55 -City to pay 8% of required employees' contribution -Single highest year -1959 Survivors Benefit-Level 4 -Pre-Retirement Option 2W Benefit -City pays/reports EPMC	Alternate Retirement Plan (PARS). City contributes 1.3%. Employee contributes 6.2%.
Health Insurance	\$1,574.48/Mo	\$2,046.82/MO	\$1,574.48/Mo	2,046.82/Mo	\$1,254.00/MO PORAC Plan Employee selecting plan costing more than \$1,254.00 shall pay the difference	\$2,046.82	\$2,046.82	\$1,574.49/mo.	\$1,574.48/Mo	\$434.00
Dental/ Vision	\$187.87/\$40.04	\$199.24/\$61.79	\$187.87/\$40.04	\$187.87/\$40.04	\$187.87/\$40.04	154.75/22.25	154.75/22.25	\$187.87/\$40.04	\$187.87/\$40.04	\$54.08/\$0
Life Insurance	\$50,000 (City cost is \$.21/\$1,000)	\$300,000 (City cost is \$.21/\$1,000)	\$50,000 (City cost is \$.21/\$1,000)	\$100,000/(City cost is \$.21/\$1,000)	\$100,000 (City cost is \$.21/\$1,000)	\$50,000 (City cost is \$.21/\$1,000)	\$100,000 (City cost is \$.21/\$1,000)	\$50,000 (City cost is \$.21/\$1,000)	\$50,000 (City cost is \$.21/\$1,000) Dependent Life: \$2,500/\$1.55 spouse \$1,000/\$.62 child over 6 mos; \$100/\$.62 child 14 days to 6 mos.	

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Retiree Medical	In unit, employed by or on 12/31/09, City to pay up to the single party rate of the PERSCare plan: employees hired after 1/1/00 - City to contribute 25% after 5 yrs; thereafter 5% each yr after 20 yrs 100% hired on or after 1/1/10 - \$150 per month to a retirement account on behalf of the employees	Two - party PERSCare rate; In the event of the death of the retired employee, City shall continue to pay single party PERSCare rate. After 1997 and 5 yrs of service and service retirement and not reinstated into employment with the City, the retiree gets two party PERSCARE. Spouse will be eligible for retiree medical if the employee pays \$10 per mo. for surviving spouse premium contributions. Dental and Vision will continue indefinitely upon retirement if the retiree elects that insurance and pays the costs of the premiums.	Single party coverage to age 65. Over 65 - \$150 per mo if retired after age 65 with 20 or more yrs of service. \$75 per mo. If retired after age 65 with 15 - 20 yrs of service.	Two-party rate of PERSCare; after retiree's death, single party for spouse; employees promoted or hired after 12/2/97 - City to contribute up to the single party rate of PERSCare at the following rate: 25% of the cost after 5 yrs; thereafter 5% each yr. After 20 yrs 100% of the single party premium. employees hired 1/1/2010 or later they will receive \$300/mo in a retirement account.	Sworn- before eff date of MOU - two-party PERSCare rate up to age 65 Mgmt- Before eff date of MOU and over 15 yrs of service - two-party PERSCare plan up to age 65. Mgmt and sworn - after eff date of MOU who have over 15 yrs get two-party PORAC up to age 65.	City to pay up to two - party rate of PORAC to age 70.	1. After July 1, 1989 - up to two-party PORAC rate 2. In the event of the dead of the retired employee the City shall continue to pay single party coverage for the spouse.	Up to \$350 to age 70 After age 70 - \$150/mo (must have 20 or more yrs of service) Over age 70 - for employees who do not meet the eligibility criteria, the City will pay the PERS statutory minimum.	Up to \$300 per month to age 70 After age 70 - \$150 per mo (must have 20 or more yrs of service) Over age 70 who do not meet the eligibility criteria - the City will pay the PERS statutory minimum.	N/A
Deferred Comp	\$30/Mo	\$30.Mo	\$30/mo	\$50/mo	\$30/Mo	Officers= \$320/Mo Sergeants=\$475/Mo	\$30/mo	\$70.00/mo.	\$70/mo	
Work Schedule	5 day/40 hr week 9/80 schedule 4/10 schedule	9/80 Schedule 4/10 Schedule 5/40 schedule	5 day/40 hr week 9/80 schedule 4/10 schedule 3/12.5 schedule	5 day/40 hr week 9/80 schedule 4/10 schedule	Fire Supp. 122 shifts/yr Sworn - 40 hrs/wk, Adm. B.C. 4/10 8 (24 hour shifts) during 24 day work period	4/10 schedule 3/12 schedule	3/12 4/10	5/40 9/80 4/10	5 day/40 hr week 9/80 schedule 4/10 schedule 3/12 schedule	Varies
Sick Leave	96 Hours	96 Hours	96 Hours	96 Hours	144 hours (6 shifts) - Suppression 102 hours - Admin positions	96 Hours	96 hours	96 hours	96 hours	N/A
Vacation	1st 4 yrs - 80 hrs After 4 yrs - 120 hrs After 14 yrs-160 hrs	1st yr - 80 hrs 2nd yr - 120 hrs After 14 yrs-160 hrs	1st year - 80 hrs After 4 yrs - 120 hrs After 14 yrs-160 hrs	1st year-80 hours Beginning 2nd year - 120 hours After 14 yrs-160 hrs	1st 4 yrs - 144 hrs (6 shifts) After 4 years - 216 hrs (9 shifts) After 14 yrs - 288 hrs (12 shifts)	1st 4 yrs - 80 hrs After 4 yrs - 144 hrs After 14 yrs-192 hrs	1st 4 yrs - 80 hrs After 4 yrs - 144 hrs After 14 yrs-192 hrs	1st 4 years - 80 hours After 4 years - 120 hours After 14 years - 160 hours	1st 4 yrs - 80 hrs After 4 yrs - 120 hrs After 14 yrs-160 hrs	Universal Leave 1st 7 yrs - .04 hrs After 7 yrs - .06 hrs After 14 yrs - .08 hrs
Max Vacation Accrual	480 hrs	360 hrs	480 hrs	400 hrs	18 shifts at any time	432 hrs	432 hrs	480 hrs	480 hrs	240 hrs
Holidays	10 holidays	10 holidays	10 holidays	10 holidays	10 holidays/ 120 hrs	Patrol (9-12 1/2 hr holidays) Non-Patrol (10-10 hr holidays) 100 hrs	4/10 schedule - 10 hrs holiday 3/12 - 9 12 1/2 holidays	10 holidays	10 holidays	N/A

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Admin Leave	67 hours (with overtime 87 hours depending on the position)	120 hours City Mgr. - 160 hrs	N/A	80 hours	N/A - Non-management 192 hours - Bat. Chiefs	N/A	96 hours	N/A	N/A	N/A
Personal Holiday	(2 personal holidays) Total # of hours is based on the # of hours the employee works in those days.	(2 personal holidays) 18 hours/ calendar yr	2 personal holidays after 1 yr of service	2 personal holidays	(1 personal holiday) Sworn Fire Supp. Employees - 12 hrs Fire employees - 9 hrs (9/80 or 4/10 work week)	Patrol on 4/10 - 10 hrs Non-Patrol on 9/80 - 9 hrs Patrol/Non-Patrol on 3/12 - 12.5 hrs	1 paid holiday per fiscal year	5/40 - 16 hrs-2 personal holidays 9/80 - 18 hrs- 2 personal holidays 4/10 - 20 hrs-2 personal holidays	(2 personal holidays) 18 hours	N/A
Bereavement Leave	40 hrs/calendar yr 40 hrs sick leave if necessary	40 hrs/calendar yr Plus 40 hr sick leave, if necessary	40 hrs per calendar yr Plus 40 hrs sick leave if necessary	40 hrs/calendar yr 40 hrs sick leave, if necessary	48 hours - Sup. Fire who work 56 hrs work week 32 hrs - fire personnel - who work 40 hr week	40 hrs/calendar yr Plus 40 hrs sick leave, if necessary	40 hrs/calendar yr Plus 40 hrs sick leave if necessary	40 hrs/calendar yr Plus 40 hour sick leave, if needed	40 hrs/calendar yr Plus 40 hrs sick leave, if necessary	N/A
Car Allowance	N/A	Police Chief, Fire Chief	N/A	Varies by position	City vehicle for business use when transportation to a training site requires an overnight stay	City vehicle for business use	Various positions have a City vehicle for business use	N/A	Varies by position	N/A
Management Compensation/Flex Benefit	N/A	Dept Heads - \$625/ per mo. Asst Dept Heads - \$400/ per mo. Sr. Mgt.- \$300/per mo.	N/A	N/A	Mgmt- \$1,000/ fiscal year for Fire Batt. Chief	N/A	N/A	N/A	N/A	N/A
Long Term Disability	\$.94 per \$100 of payroll 30 day elimination Min Benefit \$100 per mo Max Benefit \$6,000 per mo	\$.75 per \$100 of payroll City to pay employee \$78.00 per month for disability benefits and employee will pay the premium (after tax) 90 day elimination Min Benefit \$100 per mo Max benefit \$15,000 per mo	\$27.63 60 day elimination Min Benefit \$100 per mo Max Benefit \$6,000 per mo	\$.94 per \$100 per payroll 30 day elimination Min. benefit \$100 per mo Max benefit \$6,000 per mo	N/A	N/A	N/A	\$27.63	\$27.63 60 day elimination Min Benefit \$100 per mo Max Benefit \$6,000 per mo	N/A
Bi-Lingual Bonus	N/A	N/A	3% of base salary	N/A	N/A	N/A		3% of base salary	3%	N/A
Tuition Reimbursement	\$3,800/ fiscal year	\$3,800/ fiscal year	\$3,800/ fiscal year	\$3,800/ fiscal year	\$3,800/ fiscal year	\$3,800/ fiscal year	\$3,800/ fiscal year	\$3,800/ fiscal year	\$3,800/ fiscal year	N/A

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	Confidential	Executive	Safety Support	Management & Professional	Fire	POA	PMA	Supervisors	Technical Services (MEA)	Regular Part-Time
Uniform Allowance	N/A	Police Chief, Fire Chief, Deputy Fire Chief and Asst. Police Chief \$600 annual uniform allowance.	City shall furnish the initial uniform & necessary equip depending upon classification. City shall replace uniform items or issued equipment which is no longer serviceable. Forensic Specialist & Sr. Forensic Specialist shall receive an annual clothing allow of \$600 per yr. City shall pay a max of \$140 to certain classifications required to wear a uniform shoe.	N/A	Employee to receive annual clothing repair & replacement allowance of \$600 per cal yr after 2 yrs of service. Batt Chiefs shall receive an annual uniform allow of \$600.	City shall furnish the initial uniform & necessary equip & replace uniform items which are no longer serviceable. City shall pay \$700 per yr for uniform staff who have successfully completed their initial probation & \$800 per yr for non-uniformed staff who have successfully completed their initial probation as a uniform & equip allowance. Allowance shall be paid annually in January of each fiscal year.	City shall pay a plain clothes allowance of \$600 per calendar yr.	Supervisors in PW & Trans., Comm. Develop. and Comm. Services shall receive 5 uniforms a week at City expense. The City shall replace damaged or worn out uniform parts as necessary. The City reimburses each employee up to \$300 per year for the purchase of safety boots, provided the supervisor determines the need to use safety boots as part of the employee's job.	Field service staff in PW, Rec & Parks, Transp., & Water shall receive 5 uniforms a week at City expense. City shall replace damaged or worn out uniform parts, as necessary. Reimburse each employee up to \$300 per year for the purchase of safety boots.	Uniformed personnel shall receive uniforms at the City's expense. The City shall replace damaged or worn out uniform parts, as necessary.
Pay for Performance		Not to exceed the lesser of 10% of base salary or 1% above total compensation of the highest paid comparable position in the most recent survey of comparable positions.		100%, 66% or 33% of difference between employee's annual total compensation and that of the highest agency in annual survey.						