

**CITY OF SANTA BARBARA EMPLOYEE COMPENSATION MATRIX
UPDATED AS OF 9-29-18**

Note: This summary of compensation is presented as a courtesy only. Please see applicable memoranda of understanding and other official documents for full information. If you have a suggestion to improve this document, please call **Sam Ramirez, HR Analyst I, Labor Relations** at (805) 564-5304.

BENEFIT CATEGORY	GENERAL (SEIU)	TREATMENT & PATROL (TAP)	HOURLY	POLICE NON-SWORN	POLICE SWORN	FIRE	SUPERVISOR	UNREP. MANAGERS & ATTORNEYS	POLICE MANAGERS ASSN.	FIRE MANAGERS ASSN.
BARGAINING UNIT INFO										
CURRENT MOU TERM	10/1/16-3/30/18 Negotiations Underway	10/1/17-9/30/2019	7/1/2018 – 6/30/2019	07/01/16-6/30/2019	07/01/16-6/30/2019	01/01/18 - 06/30/19	7/1/2017 - 6/30/2019	n/a Salary Plan expires 6/30/2019	01/01/2018-12/31/19	07/01/12-6/30/2018 Negotiations Underway
APPROX # POSITIONS	442	139	351 +/-	61	127	92	75	69	9	5
AGENCY SHOP REPRESENTATION	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
REPRESENTATION	S.E.I.U. 620	S.E.I.U. 620	S.E.I.U. 620	S.B.P.O.A.	S.B.P.O.A.	S.B.C.F.A.	S.B.S.B.U.	None	S.B.P.M.A.	S.B.F.M.A.
UNIT #s	14	19	18	29	24	34 -Suppression 39 -Prevention	4	1 -Exec 2 -Non-exec 21 -Police Chief 31 -Fire Chief 32 – Fire Ops Div. Chief	23	33
UNREP EMPLOYEES WITH SIMILAR BENEFITS	Confidential Employees- Unit 16 Get 2.5% conf. Pay, approx.# 34	n/a	Non-union Hourly Employees Unit 17, approx.# 360	n/a	n/a	n/a	Confidential Supervisors Unit 4 Get 2.5% conf. pay, approx.# 2	n/a	n/a	n/a

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SALARIES										
ACROSS-THE-BOARD WAGE INCREASES THIS MOU	10/1/16: 3.0%	10/14/17 0.5% 10/13/18 1.0%	1) Regular classes 10/1/2016 3.0% 2) Minimum wage increases for affected L/T classes in January 2017 and January 2018 3) Other L/T classes \$0.30/hr effective 1/7/2017	7/09/16 3.0% 7/08/17 3.0% 7/07/18 3.0%	7/09/16 3.0% 7/08/17 3.0% 7/07/18 3.0%	1/10/15 4.0% 1/9/16 4.0% 1/7/17 1.0% 7/8/17 1.5% 1/6/18 1.9% 1/23/18 0.9% 1/5/19 1.1%	7/8/2017 1.0% 7/7/2018 1.0%	7/8/2017 1.0% 7/7/2018 1.0%	1/6/2018 1.0% 1/6/2019 1.0%	7/14/12 2.0% 1/12/13 1.0% 1/11/14 2.5% 1/10/15 2.0% 6/1/15 2.4% 6/25/16 1.5% 6/24/17 1.5%
(UNPAID FURLOUGH	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
ADDITIONAL SPECIAL ADJUSTMENTS BY CLASSIFICATION	None.	n/a	n/a	Yes, see MOU.	None	None	Yes, see MOU.	Yes, see Management Salary Plan.	None	None
PREMIUM & SPECIAL PAYS										
BILINGUAL PAY	\$64/biweekly	\$64/ biweekly	<u>\$0.40</u> per hour	Intermediate: \$51.20/biweekly, Advanced: \$102.50/biweekly	Intermediate: \$51.20/biweekly, Advanced: \$102.50/biweekly	\$51.20/biweekly	\$64.00/biweekly	n/a	Intermediate: \$51.20/biweekly, Advanced: \$102.50/biweekly	n/a
SHIFT DIFFERENTIAL PAY	Swing shift - \$1.35/hour Graveyard shift - \$2.90/hr	Effective Oct 1, 2017: Swing Shift - \$1.30/hour Graveyard Shift – \$2.85/hour Effective Oct 13, 2018: Swing shift - \$1.50/hour Graveyard shift - \$3.15/hour	n/a	Swing shift - \$64/biweekly Graveyard shift - \$128/biweekly	n/a	n/a	n/a	n/a	n/a	n/a

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SPECIAL ASSIGNMENT PAY	Waterfront Maintenance Dive Pay Differential: \$2.90/hr	Airport or Harbor Special Duty Assignments: 2% Lead Harbor Patrol Officer: 5%	n/a	n/a	Up to 6% included in base pay Canine pay: \$33.18/hour, 6 hours biweekly max unless approved for more (will increase same % as base salaries)	Hazardous Materials Team: 5% Hazardous Materials Tech 7% Hazardous Materials Specialist Lead Firefighter: 7.5% differential Lead Captain: 10% differential	n/a	0%-20% while assuming specialty assignment, upon recommendation of City Administrator and approval of Finance Committee	0%-20% while assuming specialty assignment, upon recommendation of City Administrator and approval of Finance Committee	0%-20% while assuming specialty assignment, upon recommendation of City Administrator and approval of Finance Committee
CERTIFICATION PAY	Engineer Registration Pay 5%	n/a	n/a	Emergency Medical Dispatch Pay 5%	n/a	n/a	Engineer Registration Pay 5%	n/a	n/a	n/a
EDUCATIONAL INCENTIVE PAY <i>(See also: Educational Reimbursement)</i>	n/a	n/a	n/a	n/a	P.O.S.T. Educational incentive: Police Officer Intermediate - \$396/month, Police Officer Advanced - \$603/month. Sergeant Intermediate - \$420, Sergeant Advanced - \$656	n/a	n/a	Police Chief & Deputy Chief P.O.S.T. Educational incentive: Advanced - \$656/month	P.O.S.T. Educational incentive: Advanced - \$656/month	n/a

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STANDYBY PAY	2 hours pay for up to 8 hours on standby, ¼ hour pay for each hour on standby for periods of 24 hours or more	2 hours pay for up to 8 hours on standby	Two hours minimum at straight time	2 hours pay for up to 8 hours on standby, 07/05/08 3 hours pay for up to 8 hours on standby	2 hours pay for up to 8 hours on standby, 07/05/08 3 hours pay for up to 8 hours on standby	Prevention only-hourly standby pay \$5.41/hour	2 hours pay for up to 8 hours on standby	n/a	n/a	n/a
CALL BACK PAY	Two hours minimum at overtime rate. Rest period: If called out on an emergency 3 hours or more before the beginning of regularly scheduled shift, he/she will be provided paid leave time to allow 5 hours off-duty before reporting for the next regularly scheduled shift.	Two hours minimum at overtime rate. Rest period: If called out on an emergency 3 hours or more before the beginning of regularly scheduled shift, he/she will be provided paid leave time to allow 5 hours off-duty before reporting for the next regularly scheduled shift.	1 hour of pay at straight time for up to 8 hours of standby.	If called in when off duty for ten hours or more, compensated with three hours of pay at overtime rate. If called in when off duty for less than ten hours, compensated with four hours of pay at overtime rate. Min. ½ hour for home phone calls	If called in when off duty for ten hours or more, compensated with three hours of pay at overtime rate. If called in when off duty for less than ten hours, compensated with four hours of pay at overtime rate. Min. ½ hour for home phone calls	If called back for overtime, employee will receive no less than 2 hours overtime pay.	n/a	n/a	n/a	n/a
TRAINING PAY	n/a	n/a	n/a	n/a	Entry level= full City Pay while at Police Academy	n/a	n/a	n/a	n/a	n/a

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LONGEVITY PAY	n/a	n/a	<p>Must have worked combined 1040 hrs in last 2 fiscal years</p> <p>Wage rates for hourly classes: 1 Year: no less than \$11.25/hr 2 Years: no less than \$12.95/hr 3+ Years: no less than \$14.60/hr</p> <p>Increase 1/7/17 1 Year: \$11.55 2 Years: \$13.25 3+ Years: \$14.90</p>	n/a	n/a	n/a	n/a	n/a	n/a	n/a
ACTING OUT OF CLASS PAY	Yes (5% min.)	Yes (5% min.)	n/a	Yes (5% min.)	Yes (5% min.)	Yes (5% min.)	Yes (5% min.)	Yes (5% min.)	Yes (5% min.)	Yes (5% min.)
OVERTIME PAY ELIGIBILITY <i>(see also Comp Time)</i>	Yes Time and one half for non-exempt & straight time for exempt.	Yes Time and one half for non-exempt & straight time for exempt.	Yes Time and one half for non-exempt.	Yes Time and one half.	Yes Time and one half.	Yes Time and one half for over schedule. (56 hr shift = plus avg. 3 hrs/week on regular schedule)	Yes Time and one half for non-exempt & straight time for exempt.	No	No (Except 1.5 time for emergency duty, disasters, mutual aid)	Yes. Straight time, increasing to 110% effective 7/13/14 To 125% effective 6/27/15 and to 150% effective 6/25/16 (1.5 time for reimbursed mutual aid)

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RETIREMENT										
RETIREMENT FORMULA Classic = Employees in system prior to 1/1/2013	Misc: 2.7% @55	Misc: 2.7% @55 Harbor Safety: 3% @50	Limited # in PERS	Misc: 2.7% @55	3% @50 Classic	3% @50 Classic	Misc: 2.7% @55 Harbor Safety: 3% @50	Misc: 2.7% @55 Police/Fire Safety: 3% @50	3% @50 Classic	Safety: 2.7% @57 New 3% @50 Classic
RETIREMENT FORMULA PEPPRA = Employees hired into system after 1/1/2013	Misc: 2% @ 62	Misc: 2% @62 Harbor Safety: 2.7% @57	n/a	Misc: 2% @62	2.7% @57	2.7% @57	Misc: 2% @62 Harbor Safety: 2.7% @57	Misc: 2% @62 Police/Fire Safety: 2.7% @57	2.7% @57	2.7% @57
EMPLOYER CONTRIBUTIONS Classic <i>(*Combined effective rate shows a single employer rate for both Classic and PEPPRA)</i>	Miscellaneous FY 2018: 27.020% FY 2019: 29.102%	Miscellaneous FY 2018: 27.020% FY 2019: 29.102% Harbor Safety: FY 2018: 46.178% FY 2019 54.628%	n/a	Miscellaneous FY 2018: 27.020% FY 2019: 29.102%	FY 2018: 46.178% FY 2019 54.628%	FY 2018 52.306%* FY 2019 55.376%* <i>(*Combined effective rate)</i>	Miscellaneous FY 2018: 27.020% FY 2019: 29.102% Harbor Safety: FY 2018: 46.178% FY 2019 54.628%	Miscellaneous FY 2018: 27.020% FY 2019: 29.102% Police/Fire Safety: FY 2018: 46.178%/52.306% FY 2019 54.628%/55.376%	FY 2018: 46.178% FY 2019 54.628%	FY 2018 52.306%* FY 2019 55.376%* <i>(*Combined effective rate)</i>

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EMPLOYER CONTRIBUTIONS PEPPRA <i>(*Combined effective rate shows a single employer rate for both Classic and PEPPRA)</i>	<u>Miscellaneous</u> FY 2018: 28.831% FY 2019: 31.828%	<u>Miscellaneous</u> FY 2018: 28.831% FY 2019: 31.828% <u>Harbor Safety:</u> FY 2018: 46.178% FY 2019: 54.628%	n/a	<u>Miscellaneous</u> FY 2018: 28.831% FY 2019: 31.828%	FY 2018: 46.178% FY 2019: 54.628%	FY 2018: 52.306%* FY 2019: 58.558%* <i>(*Combined effective rate)</i>	<u>Miscellaneous</u> FY 2018: 28.831% FY 2019: 31.828% <u>Harbor Safety:</u> FY 2018: 46.178% FY 2019: 54.628%	<u>Miscellaneous</u> FY 2018: 28.831% FY 2019: 31.828% <u>Police/Fire Safety:</u> FY 2018: 46.178%/52.306% FY 2019: 54.628%/58.558%	FY 2018: 46.178% FY 2019: 54.628%	FY 2018: 52.306%* FY 2019: 58.558%* <i>(*Combined effective rate)</i>
EMPLOYEE CONTRIBUTIONS Classic	<u>Miscellaneous</u> FY 2018: Member: 8% plus Cost Share: 1.811% FY 2019: Member: 8% plus Cost Share: 2.726%	<u>Miscellaneous</u> FY 2018: Member: 8% plus Cost Share: 1.811% FY 2019: Member: 8% plus Cost Share: 2.726% <u>Harbor Safety:</u> Member: 9%	n/a	<u>Miscellaneous</u> FY 2018: Member: 8% plus Cost Share: 1.811% FY 2019: Member: 8% plus Cost Share: 2.726%	Member: 9%	Member: 10.5%	<u>Miscellaneous</u> FY 2018: Member: 8% plus Cost Share: 1.811% FY 2019: Member: 8% plus Cost Share: 2.726% <u>Harbor Safety:</u> Member: 9%	<u>Miscellaneous</u> FY 2018: Member: 8% plus Cost Share: 1.811% FY 2019: Member: 8% plus Cost Share: 2.726% <u>Police/Fire Safety:</u> Member: 9%	Member: 13%	Member: 9%

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EMPLOYEE CONTRIBUTIONS PEPRA	FY 2018 & 2019 Member: 6.75%	<u>Misc:</u> FY 2018 & 2019 Member: 6.75% <u>Harbor Safety:</u> FY 2018 & 2019 Member: 12%	n/a	FY 2018 & 2019 Member: 6.75%	FY 2018 & 2019 Member: 12%	FY 2018 Member: 12.25% FY 2019 Member: 12.75%	<u>Misc:</u> FY 2018 & 2019 Member: 6.75% <u>Harbor Safety:</u> FY 2018 & 2019 Member: 12%	<u>Misc:</u> FY 2018 & 2019 Member: 6.75% <u>Police/Fire Safety:</u> FY 2018 Member: 12%/12.25% FY 2019 Member: 12%/12.75%	FY 2018 & 2019 Member: 12%	FY 2018 Member: 12.25% FY 2019 Member: 12.75%
CITY PAID MEMBER CONTRIBUTIONS (EPMC)	<u>Misc.</u> None	<u>Misc.</u> None <u>Harbor Safety:</u> None	Limited # in PERS	<u>Misc.</u> None	<u>Safety</u> None	<u>Safety</u> None	<u>Misc.</u> None <u>Harbor</u> FY 14-15 None	<u>Misc.</u> None <u>Police</u> None <u>Fire</u> None	<u>Safety:</u> None	<u>Safety</u> FY 14-15 None
HOURLY RETIREMENT RATE	n/a	n/a	(Most hourly) 1.3% City 6.2% Employee	n/a	n/a	n/a	n/a	n/a	n/a	n/a
RETIREE MEDICAL	\$9.65 /month/yr of service, \$337.75/mo max until age 65	\$8.95 /month/yr of service, \$313.25/mo max until age 65	n/a	\$9.10/month/yr of service, \$318.50/mo max until age 65	\$9.10/month/yr of service, \$318.50/mo max until age 65	\$10/month/yr of service, \$350.00/mo max until age 65	\$9.65/month/yr of service, \$337.75/mo max until age 65	\$10.50/month/yr of service, \$367.50/mo max until age 65	\$10.50/month/yr of service, \$367.50/mo max until age 65	\$10.50/month/yr of service, \$367.50/mo max until age 65
CITY CONTRIBUTION TO 457 OR OTHER DEFERRED COMPENSATION	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

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SICK LEAVE PAYOUT AT RETIREMENT	Annuity: If over 500 hours, 0.004 years of "service credit" for each 8 hours of sick leave, calculated under employee's PERS retirement formula <i>(Optional: lump sum cash purchase value of annuity in lieu of annuity)</i>	Annuity: If over 500 hours, 0.004 years of "service credit" for each 8 hours of sick leave, calculated under employee's PERS retirement formula. <i>(Optional: lump sum cash purchase value of annuity in lieu of annuity)</i>	n/a	Annuity: If over 500 hours, 0.004 years of "service credit" for each 8 hours of sick leave, calculated under employee's PERS retirement formula <i>(Optional: lump sum cash purchase value of annuity in lieu of annuity)</i>	Annuity If hired before : If over 500 hours, 0.004 years of "service credit" for each 8 hours of sick leave, calculated under employee's PERS retirement formula. <i>(Optional: lump sum cash purchase value of annuity in lieu of annuity)</i>	Yes, under PERS	Annuity: If over 500 hours, 0.004 years of "service credit" for each 8 hours of sick leave, calculated under employee's PERS retirement formula. <i>(Optional: lump sum cash purchase value of annuity in lieu of annuity)</i>	Annuity: If over 500 hours, 0.004 years of "service credit" for each 8 hours of sick leave, calculated under employee's PERS retirement formula. Safety Subject to 90% retirement cap. <i>(Optional: lump sum cash purchase value of annuity in lieu of annuity)</i> Fire only: Yes, under PERS	Annuity: If over 500 hours, 0.004 years of "service credit" for each 8 hours of sick leave, calculated under employee's PERS retirement formula. <i>(Optional: lump sum cash purchase value of annuity in lieu of annuity)</i>	Yes, under PERS
INSURANCE & CAFETERIA PLAN BENEFITS										
MEDICAL CITY PAID MAX. FAMILY	\$1020.01/mo Effective 7/1/17 ●Employee Only: \$1020.01/mo ●Employee +1 \$1110.01/mo ●Family \$1110.01/mo [Confidential: \$1055.01/mo and Effective 7/1/17 ●Employee Only: \$1055.01/mo ●Employee +1 \$1145.01/mo ●Family \$1145.01/mo]	Effective 1/1/18 \$1,059.43/month Effective 1/1/19 \$1,110.01/month	\$80/quarter towards insurance if qualified Increase to \$100/quarter effective 7/1/2017	\$1,374.64 Monthly [Effective 1/1/16 \$1,414.64 for HRA-Coordinated PPO Plan only]	\$1,374.64 Monthly [Effective 1/1/16 \$1,414.64 for HRA-Coordinated PPO Plan only]	\$1,412.70 monthly	See cafeteria plan	See cafeteria plan	See cafeteria plan	See cafeteria plan

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HEALTH SAVINGS ACCOUNT (HSA) MATCH FOR HSA-COORDINATED PPO	None	Employee Only: \$287.50 (no match required) Employee+1: To \$125/month maximum match Family: Up to \$100/month maximum match	n/a	None [Increase to \$75/mo match on 1/1/16]	None [Increase to \$50/mo match on 1/1/15 and to \$75/mo match on 1/1/16]	None [Increase to \$50/mo match on 1/1/15 and to \$75/mo match on 1/1/16]	n/a	n/a	n/a	n/a
DENTAL CITY PAID MAX. FAMILY	\$82.66/month	\$76.00/month	n/a	\$65.00/month [Increase to \$105 effective 1/1/15]	\$65.00/month [Increase to \$105 effective 1/1/15]	\$52/month	See cafeteria plan	See cafeteria plan	See cafeteria plan	See cafeteria plan
VISION CITY PAID MAX. FAMILY	\$10.21/month	\$9.26/month	n/a	\$7.50/month	\$7.50/month	Employee paid	See cafeteria plan	See cafeteria plan	See cafeteria plan	See cafeteria plan
MAX. CASH IN LIEU OF BENEFIT/ CAFETERIA 125 PLAN	\$362.38/month	\$328.74/month	n/a	\$500/month	\$500/month	\$232.84/month	\$1011/month	Group 2 \$1676/month Group 1 (Exec) \$1718/mo	\$1676/month [Increase to \$1711 effective 6/1/14 and \$1746 effective 1/1/16]	\$1676/month Increase to \$1701/month effective 1/1/18
SOCIAL SECURITY &/OR MEDICARE	Medicare Only (City pays 1.45%)	Medicare Only (City pays 1.45%)	Medicare Only (City pays 1.45%)	Medicare Only (City pays 1.45%)	Medicare Only (City pays 1.45%)	Medicare Only (City pays 1.45%)	Medicare Only (City pays 1.45%)	Medicare Only (City pays 1.45%)	Medicare Only (City pays 1.45%)	Medicare Only (City pays 1.45%)
LIFE INSURANCE COVERAGE (CITY PAID)	\$50,000 life plus equal ADD	\$50,000 life plus equal ADD	n/a	\$50,000 life plus equal ADD	\$75,000 life plus equal ADD	\$75,000 life plus equal ADD	1 x annual salary in life plus equal ADD	1 x annual salary in life plus equal ADD	1 x annual salary in life plus equal ADD	1 x annual salary in life plus equal ADD
CALIFORNIA STATE DISABILITY INSURANCE & PAID FAMILY LEAVE (SDI/PFL)	Employee Paid (1%)	Employee Paid (1%)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
SHORT TERM DISABILITY INSURANCE	See above	See above	n/a	Optional Employee Paid (\$15.14/mo)	Optional Employee Paid (\$15.14/mo)	Through the Association	Optional Employee Paid (\$19.82/mo)	Optional Employee Paid (\$22.02/mo)	Optional Employee Paid (\$22.02/mo)	Optional Employee Paid (\$22.02/mo)

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LONG TERM DISABILITY	\$0.5/\$1000 of salary City Paid	\$0.5/\$1000 of salary City Paid	n/a	Through the Association	Through the Association	Through the Association	\$0.5/\$1000 of salary City Paid	\$0.5/\$1000 of salary City Paid	\$0.5/\$1000 of salary City Paid	\$0.5/\$1000 of salary City Paid
FLEXIBLE SPENDING DEPENDENT CARE AND/OR MEDICAL SAVINGS ACCOUNT	Both Available	Both Available	n/a	Both Available	Both Available	Both Available	Both Available	Both Available	Both Available	Both Available
EMPLOYEE ASSISTANCE PROGRAM	Yes (City paid)	Yes (City paid)	Yes (City paid)	Yes (City paid)	Yes (City paid)	Yes (City paid)	Yes (City paid)	Yes (City paid)	Yes (City paid)	Yes (City paid)
HEALTH CLUB/EXAMS	n/a	n/a	n/a	n/a	n/a	Voluntary medical examinations provided.	n/a	n/a	n/a	n/a
OTHER	n/a	n/a	n/a	6 mo. health insurance continuation for family in event of line of duty death	6 mo. health insurance continuation for family in event of line of duty death	12 mo. health insurance continuation for family in event of line of duty death	n/a	n/a	n/a	n/a
MONETARY ALLOWANCES										
EDUCATIONAL REIMBURSEMENT	\$1,000/annually	\$1,000/annually FAA Ground School \$200 one-time	n/a	\$1,000/annually	\$1,000/annually	\$1,000/annually. <u>Plus</u> up to \$400/fiscal year for costs of lodging, meals and mileage for fire service related courses.	\$1,000/annually Effective 7/1/10 Mgr. Master's Degree (MPA) program eligible Master's program suspended	\$1,000/annually Master's Degree (MPA) program up to \$9,000 Master's program suspended	\$1,000/annually Master's Degree (MPA) program up to \$9,000 Master's program suspended	\$1,000/annually Master's Degree (MPA) program up to \$9,000 Master's program suspended
UNIFORM ALLOWANCE	City provides uniforms and maintenance	Airport Patrol - \$1064, Harbor Patrol - \$1004, Park Ranger - \$969, To pay for uniforms and maintenance Others: City provides uniforms and maintenance	City provides uniforms and maintenance	\$863/year To pay for uniforms and maintenance	Regular: \$1038 Canine duty: \$1088 Motorcycle or SWAT: \$1238 To pay for uniforms and maintenance	\$595/year To pay for uniforms and maintenance	Airport Patrol - \$1064 Harbor Patrol - \$1004 Others: City provides uniforms and maintenance	Police Chief & Deputy: \$1038/year Fire Chief, Deputy, & Batt. Chief: \$595/year To pay for uniforms and maintenance	\$1038/year To pay for uniforms and maintenance	\$595/year To pay for uniforms and maintenance
TOOL ALLOWANCE	Mechanics \$765/year	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

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BENEFIT CATEGORY	GENERAL (SEIU)	TREATMENT & PATROL (TAP)	HOURLY	POLICE NON-SWORN	POLICE SWORN	FIRE	SUPERVISOR	UNREP. MANAGERS & ATTORNEYS	POLICE MANAGERS ASSN.	FIRE MANAGERS ASSN.	
SAFETY EQUIPMENT ALLOWANCE (Steel Toed Boots)	\$230/year	\$230/year	\$150/year	n/a	n/a	n/a	\$230/year	n/a	n/a	n/a	
CAR ALLOWANCE	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Exec. Only \$589/month	n/a	n/a	
PAID OFFSITE PARKING	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
OTHER TRANSIT PROGRAMS	<ul style="list-style-type: none"> Free carpool /vanpool parking Free local bus pass(MTD) 75% commuter bus or vanpool subsidy(\$150 month) City vehicle carpool program City vehicles or bicycles for errands Emergency ride home Bicycle parking Prize program 	<ul style="list-style-type: none"> Free carpool/vanpool parking Free local bus pass(MTD) 75% commuter bus or vanpool subsidy(\$150 month) City vehicle carpool program City vehicles or bicycles for errands Emergency ride home Bicycle parking Prize program 	<ul style="list-style-type: none"> Free carpool/vanpool parking City vehicles or bicycles for errands Emergency ride home Bicycle parking 	<ul style="list-style-type: none"> Free carpool/vanpool parking Free local bus pass(MTD) 75% commuter bus or vanpool subsidy(\$150 month) City vehicle carpool program City vehicles or bicycles for errands Emergency ride home Bicycle parking Prize program 	<ul style="list-style-type: none"> Free carpool/vanpool parking Free local bus pass(MTD) 75% commuter bus or vanpool subsidy(\$150 month) City vehicle carpool program City vehicles or bicycles for errands Emergency ride home Bicycle parking Prize program 	<ul style="list-style-type: none"> Free carpool/vanpool parking Free local bus pass(MTD) 75% commuter bus or vanpool subsidy(\$150 month) City vehicle carpool program City vehicles or bicycles for errands Emergency ride home Bicycle parking Prize program 	<ul style="list-style-type: none"> Free carpool/vanpool parking Free local bus pass(MTD) 75% commuter bus or vanpool subsidy(\$150 month) City vehicle carpool program City vehicles or bicycles for errands Emergency ride home Bicycle parking Prize program 	<ul style="list-style-type: none"> Free carpool/vanpool parking Free local bus pass(MTD) 75% commuter bus or vanpool subsidy(\$150 month) City vehicle carpool program City vehicles or bicycles for errands Emergency ride home Bicycle parking Prize program 	<ul style="list-style-type: none"> Free carpool/vanpool parking Free local bus pass(MTD) 75% commuter bus or vanpool subsidy(\$150 month) City vehicle carpool program City vehicles or bicycles for errands Emergency ride home Bicycle parking Prize program 	<ul style="list-style-type: none"> Free carpool/vanpool parking Free local bus pass(MTD) 75% commuter bus or vanpool subsidy(\$150 month) City vehicle carpool program City vehicles or bicycles for errands Emergency ride home Bicycle parking Prize program 	<ul style="list-style-type: none"> Free carpool/vanpool parking Free local bus pass(MTD) 75% commuter bus or vanpool subsidy(\$150 month) City vehicle carpool program City vehicles or bicycles for errands Emergency ride home Bicycle parking Prize program
HOUSING PROGRAMS	Coastal Housing Partnership Program	Coastal Housing Partnership Program	Coastal Housing Partnership Program	Coastal Housing Partnership Program	Coastal Housing Partnership Program	Coastal Housing Partnership Program	Coastal Housing Partnership Program	Coastal Housing Partnership Program	Coastal Housing Partnership Program	Coastal Housing Partnership Program	
TIME OFF / SCHEDULES											

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BENEFIT CATEGORY	GENERAL (SEIU)	TREATMENT & PATROL (TAP)	HOURLY	POLICE NON-SWORN	POLICE SWORN	FIRE	SUPERVISOR	UNREP. MANAGERS & ATTORNEYS	POLICE MANAGERS ASSN.	FIRE MANAGERS ASSN.
FLEX SCHEDULE	Flexible scheduling and telecommuting encouraged. Standard 9/80 schedule for most departments.	Flexible scheduling and telecommuting encouraged. Standard 9/80 schedule for most departments. [Patrol may have 4/10, 3/12, and 3/12.5 schedules]	n/a	Standard 4/10, 3/12, or 9/80 schedule.	Standard 4/10, 3/12.5 schedule.	Standard 48/96 Schedule Prevention= Standard 4/10 schedule	Flexible scheduling and telecommuting encouraged. Standard 9/80 schedule for most departments.	Flexible scheduling and telecommuting encouraged. Standard 9/80 schedule for most departments. [48/96 for Fire shift managers]	Flexible scheduling and telecommuting encouraged.	Standard 48/96 Schedule for shift Battalion Chiefs Standard 9/80 schedule for others
HOLIDAY CLOSURE	Some City operations to close during December holiday period. Employees in these operations may work, use their paid time off banks, or take leave without pay.	n/a	n/a (employee work schedules may be affected)	n/a	n/a	n/a	Some City operations to close during December holiday period. Employees in these operations may work, use their paid time off banks, or take leave without pay.	Some City operations to close during December holiday period. Employees in these operations may work, use their paid time off banks, or take leave without pay.	n/a	n/a

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BENEFIT CATEGORY	GENERAL (SEIU)	TREATMENT & PATROL (TAP)	HOURLY	POLICE NON-SWORN	POLICE SWORN	FIRE	SUPERVISOR	UNREP. MANAGERS & ATTORNEYS	POLICE MANAGERS ASSN.	FIRE MANAGERS ASSN.
PAID HOLIDAYS (legal)	10 days: -January 1 st -3 rd Monday in Jan -3 rd Monday in Feb -March 31st -Last Monday May -July 4 th -1 st Monday in Sep -4 th Thursday Nov. -Friday after Thanksgiving -December 25 (Max 8 hrs/holiday)	10 days: -January 1 st -3 rd Monday in Jan -3 rd Monday in Feb -March 31st -Last Monday May -July 4 th -1 st Monday in Sep -4 th Thursday Nov. -Friday after Thanksgiving -December 25 (Max 8 hrs/holiday) <u>Shift workers:</u> Accrue 3.08 hrs biweekly	n/a (see Hourly PTO)	4.3333 hrs holiday accrued biweekly (Equivalent to approx. 14 8-hr days/year)	4.3333 hrs holiday accrued biweekly (Equivalent to approx. 14 8-hr days/year)	<u>40 hr Employees:</u> 10 days -January 1 st -3 rd Monday in Jan -3 rd Monday in Feb -March 31st -Last Monday May -July 4 th -1 st Monday in Sep -4 th Thursday Nov. -Friday after Thanksgiving -December 25 (Max 8 hrs/holiday) <u>Shift Personnel:</u> 6.5 twenty-four hour shifts (156 hours)	10 days: -January 1 st -3 rd Monday in Jan -3 rd Monday in Feb -March 31st -Last Monday May -July 4 th -1 st Monday in Sep -4 th Thursday Nov. -Friday after Thanksgiving -December 25 (Max 8 hrs/holiday)	10 days: -January 1 st -3 rd Monday in Jan -3 rd Monday in Feb -March 31st -Last Monday May -July 4 th -1 st Monday in Sep -4 th Thursday Nov. -Friday after Thanksgiving -December 25 (Max 8 hrs/holiday)	4.3333 hrs holiday accrued biweekly (Equivalent to approx. 14 8-hr days/year)	Shift Fire Mgrs= accrue one 12-hour day per month Non-shift: 10 days same as other Group II managers
PREMIUM FOR WORK ON HOLIDAYS	Pay for work on legal holiday is time and a half plus replacement holiday time off	Pay for work on legal holiday is time and a half plus replacement holiday time off	Pay is time and a half for work on the following holidays: Thanksgiving Day, Christmas Day, New Year's Day, MLK Day, Labor Day, 4 th of July, and Memorial Day	n/a	n/a	n/a	n/a	n/a	n/a	n/a

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HOLIDAYS (PERSONAL)	4 8-hr days (32 hours max.)	4 8-hr days (32 hours max.)	n/a (see Hourly PTO)	Included in holidays allowance	Included in holidays allowance	4 days (32 hours max.) for 40 hr employee, Included in holidays allowance for shift	4 8-hr days (32 hours max.)	4 8-hr days (32 hours max.)	Included in holidays allowance	Shift: Included in holidays allowance Non-shift: 4 8-hr days (32 hours max.)
HOLIDAY CASH OUT	Only if work on legal holiday and not able to take another day off within 30 days	Only if work on legal holiday and not able to take another day off within 30 days	n/a	At mgmt discretion, if over 120 hours accrued.	At mgmt discretion, if over 120 hours accrued.	Yes, annually (PERS-able)	Only if work on legal holiday and not able to take another day off within 30 days	n/a	n/a	Yes, annually
HOLIDAY ACCRUAL LIMIT	N/A	N/A	N/A	Mgmt may cash require employee to take or cash out at 120 hours (cash out currently suspended by department)	Mgmt may cash require employee to take or cash out at 120 hours (cash out currently suspended by department)	Employee must either cash-out holiday pay accrued during the year or use it in the next year	N/A	N/A	Hired before 12/2012 = Unlimited Hired after 12/2012 Mgmt may require employee to take or cash out at 120 hours	Hired before 12/2012 = Unlimited Hired after 12/2012 Mgmt may require employee to take or cash out at 156 hours
SICK LEAVE ALLOWANCE <i>(Up to ½ annual accrual, e.g. 6 days, may be used for family sick each year)</i>	Accrue 8 hrs/month 2080 max	Accrue 8 hrs/month 2080 max	n/a (see Hourly PTO)	Accrue 8 hrs/month 2080 max plus after 5 yrs accrue 16hrs per year up to 240 hr max of non-replenished bank	Accrue 8 hrs/month 2080 max, plus after 5 yrs accrue 16hrs per year up to 240 hr max of non-replenished bank	40-hr accrue 8 hrs/month, max. hours 1,440. Shift accrue 12 hrs/month, max. hours 2,160.	Accrue 8 hrs/month	Accrue 8 hrs/month, Plus after 5 yrs accrue 16hrs per year up to 240 hr max of non-replenished bank, Fire shift mgrs accrue 12 hours/month, Plus after 5 yrs accrue 2 days per year up to 30 days max. of non-replenished bank.	Accrue 8 hrs/month, 2080 max, plus after 5 yrs accrue 16hrs per year up to 240 hr max of non-replenished bank	Non Shift: Accrue 8 hrs/month, 2160 max, plus after 5 yrs accrue 16hrs per year up to 240 hr max of non-replenished bank Shift: Accrue 12 hrs/month, 2160 max, plus after 5 yrs accrue 24hrs per year up to 360 hr mas of non-replenished bank

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BEREAVEMENT LEAVE	Up to 5 days (40 hours max.)	Up to 5 days (40 hours max.)	n/a (see Hourly PTO)	Up to 5 days (40 hours max.)	Up to 5 days (40 hours max.)	40-hr shift : Up to 5 days (40 hours max.) 56-hr shift: Up to 2 shifts (48 hours max.)	Up to 5 days (40 hours max.)	Up to 5 days (40 hours max.)	Up to 5 days (40 hours max.)	Up to 5 days (40 hours max.)
PTO BANK	n/a	n/a	Accrued at a rate of 0.034 hours per hour of work	n/a	n/a	n/a	n/a	n/a	n/a	n/a
MANAGEMENT LEAVE	n/a	n/a	n/a	n/a	n/a	n/a	n/a	40 hrs	40 hrs	Managers in a 40 hour shift assignment are eligible for 40 hours
EXTENDED PARENTAL LEAVE	Yes – up to 1 year unpaid	Yes – up to 1 year unpaid	n/a	Yes – up to 1 year unpaid	Yes – up to 1 year unpaid	Yes – up to 1 year unpaid	Yes – up to 1 year unpaid	Yes – up to 1 year unpaid	Yes – up to 1 year unpaid	Yes – up to 1 year unpaid
VACATION	<u>Hours</u> 0 - 2 yrs: 80 3 - 5 yrs: 104 6 - 10 yrs: 144 11 - 17 yrs: 184 18 - 23 yrs: 200 24 + yrs: 224	<u>Hours</u> 0 - 2 yrs: 80 3 - 5 yrs: 104 6 - 10 yrs: 144 11 - 17 yrs: 184 18 - 23 yrs: 200 24 + yrs: 224	n/a (see Hourly PTO)	<u>Hours</u> 0 - 2 yrs: 80 3 - 5 yrs: 104 6 - 10 yrs: 144 11 - 17 yrs: 184 18 - 23 yrs: 200 24 + yrs: 224	<u>Hours</u> 0 - 5 yrs: 80 6 - 10 yrs: 120 11 - 25 yrs: 160 24 + yrs: 200	Shift employee: 0 – 9 yrs: 132 hrs 10 + yrs: 204 hrs 40 hour: Same as General Unit	<u>Hours</u> 0 - 2 yrs: 96 3 - 5 yrs: 120 6 - 10 yrs: 176 11 - 15 yrs: 200 16+ yrs: 224	<u>Group 2 Hours</u> 0 – 2 yrs: 120 3 – 5 yrs: 160 6 – 7 yrs: 200 8+ yrs: 224 <u>Group 1 (Exec)</u> 0 – 3 yrs: 160 4 – 5 yrs: 200 6+ yrs: 224	<u>Hours</u> 0-2 120 3-5 160 6-7 200 8+ 224	<u>Shift hrs</u> 0-2 180 3-5 240 6-7 300 8+ 336 <u>Non-shift hrs</u> 0-2 120 3-5 160 6-7 200 8+ 224
VACATION ACCRUAL CAP	296 hours	Non-shift employees: 296 hours Shift employees: 340 hours	n/a	320 hours	320 hours	1 year of accrual	320 hours	392 hours	392 hours	Shift: 528 hours Non-shift: 352 hours

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VACATION CASH OUT	None (Final cash-out December 2014)	None (Final cash-out December 2014)	n/a	None (Final cash-out December 2014)	None (Final cash-out December 2014)	40 hour employee: If 80 hours taken, remaining vacation time can be cashed 56 hour employee: If 96 hours taken, remaining "unscheduled" vacation time may be cashed 1x per year	None	None	None	Shift: If 120 hrs taken, up to 168 hrs may be cashed in 1x per year Non-shift: If 80 hrs taken, up to 120 hrs may be cashed in 1x per year
COMPENSATORY TIME OFF	Yes. Max. balance 100 hours	Yes. Max. balance 100 hours	n/a	Yes. Max. balance 50 hours	Yes. Max. balance 50 hours	Yes. Max. balance Suppression = 108 Prevention= 60 Suppression Comp Time limit of 120 hours per fiscal year.	Yes. Max. balance 100 hours	n/a	Yes. City option to cash out.	Yes. Max. balance 48hrs
CATASTROPHIC LEAVE DONATION	Can donate vacation or comp time to coworker. Must retain 120 hours.	Can donate vacation or comp time to coworker. Must retain 120 hours.	n/a	Can donate vacation, holiday, or comp time to coworker. Must retain 120 hours.	Can donate vacation, holiday, or comp time to coworker. Must retain 120 hours.	Can donate vacation, unscheduled holiday, or comp time to coworker. Must retain 120 hours.	Can donate vacation, holiday, or comp time to coworker. Must retain 120 hours.	Can donate vacation or comp time to coworker. Must retain 120 hours.	Can donate vacation or comp time to coworker. Must retain 120 hours.	Can donate vacation or comp time to coworker. Must retain 120 hours.
JURY DUTY/COURT PAY	Yes	Yes	n/a	Yes	Yes	Yes	Yes	Yes	Yes	Yes