



CITY OF PETALUMA Public Safety Mid-Management Benefits

RETIREMENT: California Public Employee's Retirement System (CalPERS), 3% at 50. Employee contribution of 9% deducted from employee's base pay on a pre-tax basis.

The City does not participate in Social Security. 1.45% mandatory payroll deduction for Medicare.

HEALTH PLANS: The City provides health insurance through CalPERS. Employees have the choice of Kaiser, Blue Shield, PERS Choice or PERS Care. City contributes up to 95% of the Kaiser rate for employees and dependents. Current City contribution rate is as follows: \$585.52 for employee only, \$1,165.44 for employee plus 1 dependent, or \$1,513.38 for employee plus 2 or more dependents.

DENTAL PLAN: City provides and contributes the monthly premium for the Delta Premier Plan for employee and dependants. Coverage is up to \$1500 per year for each family member. 100% diagnostic and preventive, 80% basic benefits and other major work such as crowns, jackets, etc. Orthodontic benefits for dependent children at 50% up to a lifetime maximum of \$1000 per child.

VISION CARE: City provides and contributes the monthly premium for vision care for employee and dependants through Medical Eye Services. Coverage includes eye exams, standard frames and standard lenses every 12 months.

LIFE INSURANCE: City provides and contributes the monthly premium for term life insurance in the amount of 1.5% of base salary up to a maximum of \$175,000 coverage.

LONG TERM DISABILITY: City provides and contributes the monthly premium for long-term disability. 60-day waiting period, up to 60% of salary up to a maximum of \$3,000 per month.

EDUCATION REIMBURSEMENT: Up to \$1,000 per fiscal year for tuition and books.

FLEX SPENDING ACCOUNT: Tax deferred payments for dependent care and health care.

VACATION: 10 days after one year to four years of service; additional days are earned with additional years of service. 56-hour work week employees earn 15 days after 1 year to four years of service; additional days are earned with additional years of service.

HOLIDAYS: 12 paid holidays per year, plus 1 floating paid holiday per year.

POLICE: Employees regularly required to work holidays shall be compensated up to 96 hours of holiday pay (for 12 holidays per year) calculated at base hourly rate.

FIRE - 40-HOUR WORK WEEK: Employees regularly required to work holidays shall be compensated up to 13 holidays per year (including Lincoln's Birthday), calculated at base hourly rate times eight hours.

FIRE - 56-HOUR WORK WEEK: Employees regularly required to work holidays shall be compensated up to 13 holidays per year (including Lincoln's Birthday), calculated at base hourly rate times twelve hours.

ADMINISTRATIVE LEAVE; Management employees receive 80 hours per year with a once a year payout of up to 40 hours of unused leave. 56-hour work week employees shall be paid up to 48 hours of unused leave.

SICK LEAVE: Sick leave is accrued at the rate of 8 hours per month. 56-hour work week employees accrue 12 hours per month.

EMPLOYEE ASSISTANCE PROGRAM: City provides and contributes the monthly premium for paid professional counseling service. Coverage includes 6 face to face visits and unlimited telephonic visits per family member per incident.

DEFERRED COMPENSATION: Employees may defer up to a maximum of \$17,000 annually on a tax-deferred basis. Choice of 3 plans providers Hartford 457, CalPERS 457, or ICMA.

BILINGUAL PAY: Employees certified as bilingual proficient are eligible to receive \$200 per month for a high level of proficiency, or \$100 per month for an acceptable level of proficiency in Spanish.

LONGEVITY PAY – 15 YEARS of SERVICE: 5% of base salary for 15 years of paid service with the City of Petaluma and based upon performance.

LONGEVITY PAY – PRIOR SERVICE: Employees in CalPERS safety classification will receive up to 5 years service credit towards the required 15 years of paid service for prior service with another employer under certain conditions.

MANAGEMENT COMPENSATION PAY: 4% of base salary in lieu of any special pay.

SPECIAL COMPENSATION – FIRE:

CHIEF OFFICER CERTIFICATION: \$200 per month.

EDUCATION INCENTIVE PAY: \$200 per month for a Bachelor's degree and \$300 per month for Master's degree. Certification & Bachelor's \$300 a month; Certification & Master's \$400 a month.

SPECIAL COMPENSATION – POLICE:

EDUCATION INCENTIVE PAY: 5% of base salary for Bachelor's degree and 7% for a Master's degree.

SICK LEAVE PAYOUT UPON RETIREMENT:

Employees with 10 or more years of service with City shall receive 50% of unused sick leave pay out up to 700 hours.

56-Hour work week Employees, with 10 or more years of service with City, shall receive 50% of unused sick leave pay out up to 1,000 hours.

UNIFORM MAINTENANCE PAY:

Fire Battalion Chiefs:	\$1279 annually.
Police Captains & Police Lieutenants:	\$1198 annually.

RETIREE BENEFIT: If you are a CalPERS Annuitant, you will receive up to \$100 per month, employees with 20+ years of service receive \$156.83 per month.

*This document is intended as an informational guide only. For specific information please contact: Anna Santos, Human Resources, at (707) 778-4551.