



**City of Petaluma  
Employee Benefits  
Unit 6 – Peace Officers’ Association  
(POA)**



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

Miscellaneous employees: 2% at 55. Employee contribution of 7% 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 \$50,000. Management receives 1.5% of base salary up to a maximum of \$175,000 coverage.

**LONG TERM DISABILITY:** Long term disability benefit plan through CLEA. Plan has 30-day waiting period, benefit equals 100% of salary for catastrophic disabilities for up to 30 months, 80% of salary for non-industrial disability, and 70% of salary for industrial disability up to a maximum of \$7,500 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 two 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.

**NEWBORN CARE LEAVE:** May use up to 21 consecutive calendar days of sick leave for new born child care.

**SICK LEAVE:** Sick leave is accrued at the rate of 8 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.

**CALL BACK PAY:** 2 hours minimum at overtime rate.

**CANINE PAY:** Officers assigned as a Canine Officer shall receive compensation for 7 hours per fourteen day period at 1.5 times employee's base hourly rate.

**COMP TIME ACCRUAL:** 240 hours per fiscal year.

**OFF-DUTY COURT TIME:** Minimum 4 hours at overtime rate. If cancelled less than 12 hours notice, minimum paid 2 hours at overtime rate.

**EDUCATION INCENTIVE OR CERTIFICATE PAY:** 5% of base salary for P.O.S.T. Intermediate Certificate, or 7% of base salary for P.O.S.T. Advanced Certificate, or 7% of base salary for P.O.S.T. Supervisory Certificate.

**FIELD TRAINING:** 5% of base hourly rate for Police Officers, Public Safety Dispatchers, and Community Service Officers.

**HOLIDAY PAY:** 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.

**HOURS OF WORK:** 5/8, 4/10, or 4/11 shifts.

**LONGEVITY PAY:** 5% longevity pay after 15 years of service.

**OUT OF CLASS PAY:** 5% above base hourly rate.

**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.

**SHIFT DIFFERENTIALS:** Regularly assigned swing shift employees (4:00 pm to 3:00 am) receive 3% above base hourly rate. Graveyard shift employees (8:30 pm to 7:30 am) receive 5% above base hourly rate.

**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.

**STANDBY PAY:** \$3.25 for each hour on standby.

**UNIFORM MAINTENANCE PAY:**

Newly Hired Dispatchers: \$400 for uniform, thereafter, \$260 per year.

Police Officers & Sergeants: 1.5% of step 5 of Police Officer annual salary.

Community Service Officers, Police Officer Trainees, Evidence Technicians and Parking Enforcement Officers: 1.5% of step 5 of Community Service Officer annual salary.