

# CITY OF CONCORD COMPENSATION MATRIX

EMPLOYEE UNIT:	CITY COUNCIL  MAYOR VICE MAYOR COUNCILMEMBERS (3)	CITY MANAGER	CITY ATTORNEY	EXECUTIVES AND MANAGERS	CONFIDENTIAL EMPLOYEE GROUP	POLICE MANAGEMENT ASSOCIATION	POLICE OFFICERS ASSOCIATION	LOCAL 29 (OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION)	LOCAL 856 TEAMSTERS ADMIN, TECHNICAL, & CLERICAL AND FIELD & OPERATIONS UNITS
<b>Contract Date:</b>	4-year Terms	Effective 4/9/13	Effective 4/14/16			7/1/15 – 6/30/19	7/1/15 – 6/30/19	5/1/15 – 6/30/19	7/1/15 – 6/30/19
<b>Compensation Plans</b>									
<b>Most Recent COLA</b>	12/9/08	3% - 7/2/2018	3% - 7/2/2018	3% - 7/2/2018	3% - 7/2/2018	3% - 7/2/2018	3% - 7/2/2018	3% - 7/2/2018	3% - 7/2/2018
<b>Next COLA</b>	N/A								
<b>Previous COLA</b>	N/A	4.5% - 7/1/2017 (not compounded) 4% - 11/1/16 2.6% - 9/29/14	3% - 7/3/2017 8.5% - 7/4/16 2.6% - 9/29/14	3% - 7/3/2017 8.5% - 7/4/16 2.6% - 9/29/14 2.54% - 7/8/13	3% - 7/3/2017 8.5% - 7/4/16 2.6% - 9/29/14 2.54% - 7/8/13 3% - 10/6/08 3.5% - 10/8/07	3% - 7/3/2017 5.5% - 8/1/16 3.5% - 7/7/14 2.5% - 1/2011 2.5% - 7/2010	3% - 7/3/2017 8.5% - 8/1/16 5.5% - 7/7/14 2.5% - 1/2011 2.5% (Officers) 7/2010 3.5% (Sergeants) 7/2010	3% - 7/3/2017 8.5% - 7/18/16 2.6% - 9/29/14 2.54% - 7/8/13 2% partial step increase on anniversary date – FY 13/14 3.05% less .224% for health cost sharing - 7/14/08 2.85% - 7/2/07	3% - 7/3/2017 8.5% - 7/4/16 2.5% - 11/24/14 2.54% - 7/8/13 3% partial step increase – 7/8/13 2% partial step increase on anniversary date – FY13/14 3.05% less .378% for health cost sharing – 7/14/08 2.70% - 7/2/07
<b>Merit Based Compensation System</b>	N/A	At the discretion of the City Council	At the discretion of the City Council	3% - 7/8/13 Up to 2% - 10/14/13	3% - 7/8/13 Up to 2% - 10/14/13	Converted to a COLA & grade/step system effective 10/9/07	N/A	N/A	N/A

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<b>PERS Plan Tier II - Nov 29, 2010 Pension Reform - Jan 2013*</b>	Tier I: 2.5%@55 Tier II: 2%@55 Reform: 2%@62 <small>Applicable only if elected/appointed before 11/1/2014</small>	Tier I: 2.5%@55	Tier II: 2%@55	Tier I: 2.5%@55 or 3%@50 (Chief) Tier II: 2%@55 Reform: 2%@62 or 2.7%@57 (Chief)	Tier I: 2.5%@55 Tier II: 2%@55 Reform: 2%@62	Tier I: 3%@50 Reform: 2.7%@57	Tier I: 3%@50 Reform: 2.7%@57	Tier I: 2.5%@55 Tier II: 2%@55 Reform: 2%@62	Tier I: 2.5%@55 Tier II: 2%@55 Reform: 2%@62
<b>PERS City Contribution FY 18/19</b> <small>Unfunded Actuarial Liability<sup>1</sup> (UAL) is only applicable to Classic, not PEPR, employees</small>	<b>36.59%</b> Comprised of: 10.08% - Normal Cost 26.51% - UAL <small>Applicable only if elected/appointed before 11/1/2014</small>	<b>36.59%</b> Comprised of: 10.08% - Normal Cost 26.51% - UAL	<b>36.59%</b> Comprised of: 10.08% - Normal Cost 26.51% - UAL	<b>36.59%</b> Comprised of: 10.08% - Normal Cost 26.51% - UAL <b>Chief of Police: 46.52%</b> Comprised of: 20.03% Normal Cost 26.49% UAL	<b>36.59%</b> Comprised of: 10.08% - Normal Cost 26.51% - UAL	<b>46.52%</b> Comprised of: 20.03% Normal Cost 26.49% UAL	<b>46.52%</b> Comprised of: 20.03% Normal Cost 26.49% UAL	<b>36.59%</b> Comprised of: 10.08% - Normal Cost 26.51% - UAL	<b>36.59%</b> Comprised of: 10.08% - Normal Cost 26.51% - UAL
<small><sup>1</sup> – Beginning with FY 17-18, Unfunded Actuarial Liability (UAL) is expressed as a flat dollar amount the City is required to contribute annually regardless of the amount of payroll. For this comparison, the flat dollar amount has been converted to a % of payroll consistent with prior year presentations.</small>									
<b>PERS Employee-paid Member Contribution</b>	Tier I: EE pays 8% Tier II: EE pays 7% <small>Individual Councilmembers may elect to waive CalPERS membership</small>	Tier I: EE pays 8%	Tier II: EE pays 7%	Tier I: EE pays 8% Tier II: EE pays 7% Reform: EE pays 50% of normal costs, currently 6.25%	Tier I: EE pays 8% Tier II: EE pays 7% Reform: EE pays 50% of normal costs, currently 6.25%	Tier I: EE pays 9% Reform: EE pays 50% of normal costs, currently 10.75%	Tier I: EE pays 9% Reform: EE pays 50% of normal costs, currently 10.75%	Tier I: EE pays 8% Tier II: EE pays 7% Reform: EE pays 50% of normal costs, currently 6.25%	Tier I: EE pays 8% Tier II: EE pays 7% Reform: EE pays 50% of normal costs, currently 6.25%
<b>Social Security (applies to all)</b>	<b>Tax Rate - 6.2%</b> <b>Annual Max Taxable Earnings - \$132,900 (effective 1/1/2019)</b>								

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<b>Deferred Compensation 401(k) or 457 Plan</b>	N/A	\$15,000 City-paid annually to a 457 plan	Employee-paid optional program	Employee-paid optional program	Employee-paid optional program	Employee-paid optional program	Employee-paid optional program	Employee-paid optional program	Employee-paid optional program
<b>City-paid 401(k) Plan</b>	N/A	3% 401(k) Reinstated effective 8/15/16 + \$2,000 annually	3% 401(k) Reinstated effective 4/14/16 + \$2,000 annually	3% 401(k) Reinstated effective 8/15/16 for Execs. Managers: 3% 401(k) + \$2,000 annually (EXECS & MGRS)	2% 401(k) + \$1,000 annually	3% 401(k) + \$2,000 annually	N/A	N/A	N/A
<b>City-paid Flexible Benefit</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Tuition Reimbursement (including materials)</b>	N/A	No limit on reimbursement for public institution \$1,500 fiscally – private institution							No limit on reimbursement for public institution \$600 annually – private institution
<b>Employee Unit Dues</b>	N/A	N/A	N/A	N/A	N/A	Senate Bill 866 (Janus)	Senate Bill 866 (Janus)	Senate Bill 866 (Janus)	Senate Bill 866 (Janus)
<b>Cell Phone Stipend</b>	N/A	Up to \$130/mo. plus \$100 every 2 yr. for equipment replacement							
<b>Car Allowance</b>	N/A	N/A	N/A	Vehicle provided for Chief of Police only	N/A	N/A	N/A	N/A	N/A

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<b>Uniform Allowance (annual)</b>	N/A	N/A	N/A	Chief of Police: \$1,400 <i>In accordance w/ PMA</i>	N/A	\$1,400	\$1,400	\$350 annual clothing allowance for Building Inspection Supervisors, Construction Inspection Supervisors, and Public Works Supervisors	\$240 annual stipend for work pants (reference MOU for applicable classes)  \$350 annual clothing allowance for Building & Construction Inspectors  \$750 annual clothing allowance for CSO, Code Enforcement Officer, and Forensic Specialist (I/II/Lead)
<b>Shoe Allowance</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$150 annual reimbursement for safety boots (to be worn by all field employees)	\$240 annual reimbursement for safety boots (to be worn by all field employees)
<b>Training Pay</b>	N/A	N/A	N/A	N/A	N/A	2.5% pay for program year (Aug-July) while enrolled in 6 sem. or 9 qtr. units OR 100 hrs of specialized off-duty instruction or research project w/ Chief approval.		N/A	5% Communications Training Officer (CTO) Training Pay – Lead Dispatchers & Dispatcher II’s (eff 3/14/16)

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<b>Bilingual Pay</b>	N/A	N/A	N/A	N/A	\$1,440.00/year (divided over 52 weeks)	N/A	\$3,000.00/year (divided over 52 weeks)	\$1,440.00/year (divided over 52 weeks)	\$1,440.00/year (divided over 52 weeks)
<b>Educational Incentive Pay</b>	N/A	N/A	N/A	N/A	N/A	See Police Professionalization Pay	See Police Professionalization Pay	1% pay bonus for 2-3 CEU's or = hrs.  3% pay bonus for 4-6 CEU's or = hrs.  5% pay bonus for 7+ CEU's or = hrs.  Calculated on prior year gross wages.	N/A
<b>Field Training Officer Pay</b>	N/A	N/A	N/A	N/A	N/A	N/A	5% differential applied to the top step of the range (not including PPP or MPO/MPS). Not paid for non-work time (holidays, sick, vacation, etc.)	N/A	N/A
<b>Police Professionalization Pay (PPP)</b>	N/A	N/A	N/A	N/A	N/A	2.5% - 10% in base pay for applicable degree, training pay, & educational incentive.	2.5% - 10% in base pay for applicable degree & POST certification	N/A	N/A

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<b>Duty Differential Pay</b>	N/A	N/A	N/A	N/A	N/A	N/A	5% over base. Applies only to hrs worked when regularly assigned. Duties: FTO; Squad Leader; 2 <sup>nd</sup> in Command of Patrol Squad; Acting as Sergeant; Directing & Training Functions	N/A	5% - Maintenance Worker I and II (see MOU for eligibility)  5% - Lead Equip. Mechanic;  5-10% - Operating heavy trucks or equip. when not in job class;  10% - High climbing \$16.00/hr. – Matron Duty.  Paid over base pay. Applies only to hrs worked. Does not include holidays, vacation, etc.
<b>Certification Pay</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$120/mo for Latent Print Examiner Cert.

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<b>Shift Differential Pay</b>	N/A	N/A	N/A	N/A	N/A	N/A	3% - Swing 2 (12.5 hr shifts) 5% - Swing 8% - Graveyard	N/A	Night shift – \$1.60/hr. all classes except \$1.80/hr. for Dispatcher II, Lead Dispatcher & Forensic Spec. II  Graveyard – in addition to applicable night shift pay, an additional \$.20/hour
<b>Call Back Pay</b>	N/A	N/A	N/A	N/A	N/A	N/A	After workday - Min. 3 hours OT or comp time  On Holiday or day off – Min. 4 hours OT or comp time	N/A	After workday or on scheduled day off – Min. 2 hours OT or comp time

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<b>Specialty Pay</b>	N/A	N/A	N/A	N/A	N/A	N/A	5% - Corporal Pay \$480.30/mo. – K9 3% - SWAT 3% - 1 <sup>st</sup> Technical 5% - 2 <sup>nd</sup> Technical  (Detectives, Traffic, PIO, DARE, School Resource Officer, SET, Foot Patrol, Downtown Beat, and CSI)  Paid for non-work time (holidays, sick, vacation, etc.)	N/A	N/A
<b>Master Police Officer / Sergeant Pay (MPO/MPS)</b>	N/A	N/A	N/A	N/A	N/A	N/A	10% - Officer 5% - Sergeant 1 10% - Sergeant 2  In base pay. Paid for non-work time (holidays, sick, vacation, etc.)	N/A	N/A

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<b>Stand By Pay</b>	N/A	N/A	N/A	N/A	N/A	N/A	\$200/week	N/A	Public Works Employees: \$45.00/day – Weekends & Holidays \$35.00/night – weeknights Police Department Employees: \$20.00/night
<b>Court Appearance Pay</b>	N/A	N/A	N/A	N/A	N/A	Weekday – OT rate, minimum 3 hours. Weekend – OT rate, min 4 hours. When cancelled < 6 hrs notice, OT rate, min 3 hours. See contract for multi appearances.	OT rate, minimum 4 hours. When cancelled < 6 hrs notice, OT rate, min 3 hours. See contract for multi appearances.	N/A	OT rate, minimum 2 hours. When cancelled < 6 hrs notice, OT rate, min 2 hours.

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**HEALTH PLANS**

<p><b>Medical Plan</b> <i>Effective 1/1/2019</i></p>	<p><b>Maximum City Contribution</b>  <i>Single=\$688.15/mo.</i>  <i>2-Party=\$1,376.31/mo.</i>  <i>Family=\$1,789.21/mo.</i></p> <p><i>(The City currently pays up to a portion of the Kaiser premium rate. Other carriers are available at less or additional cost to EE.)</i></p> <p>EE contribution to Kaiser Plan:                  Single=\$80.10/mo.                  2-Party=\$160.19/mo.                  Family=\$208.24/mo.</p> <p>EE &amp; City split (75/25) annual adjustments to health plan premium rates.</p>
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<b>Cash-in-Lieu</b>	N/A	<b>Effective 1/1/2015</b> Cash-in-lieu of medical coverage is paid: \$500 to current EE on waiver as of 1/1/2015 \$200 to current and future EE opting for waiver after 1/1/2015				<b>Effective 1/1/2015</b> Cash-in-lieu of medical coverage is paid: \$400 to EE hired before 1/1/2015 \$200 to EE hired on or after 1/1/2015		<b>Effective 1/1/2015</b> Cash-in-lieu of medical coverage is paid: \$500 to current EE on waiver as of 1/1/2015 \$200 to current and future EE opting for waiver after 1/1/2015	<b>Effective 6/29/2016</b> Cash-in-lieu of medical coverage is paid: \$639.51 to current EE on waiver as of 1/1/2017 \$200 to current and future EE opting for waiver after 1/1/2017
<b>Dental Plan - City-paid premium Delta Dental rates effective 1/1/19</b>	<u>City-paid</u> EE=\$41.30/mo. 2-Party=\$80.50/mo. Family=\$132.20/mo.  Maximum Benefits: \$1,000/yr. per patient \$2,000/life per patient – Orthodontics					<u>City-paid</u> EE=\$42.90/mo. 2-Party=\$85.10/mo. Family=\$151.60/mo.  Maximum Benefit: \$1,000/yr. per patient \$4,000/life per patient – Orthodontics	<u>City-paid</u> EE=\$47.60/mo. 2-Party=\$94.60/mo. Family=\$170.80/mo.  Maximum Benefit: \$1,000/yr. per patient \$5,000/life per patient – Orthodontics	<u>City-paid</u> EE=\$41.30/mo. 2-Party=\$80.50/mo. Family=\$132.20/mo.  Maximum Benefits: \$1,000/yr. per patient \$2,000/life per patient – Orthodontics	

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<b>Contract Date:</b>	4-year Terms	Effective 4/9/13	Effective 4/14/16			7/1/15 – 6/30/19	7/1/15 – 6/30/19	5/1/15 – 6/30/19	7/1/15 – 6/30/19
<b>Vision Plan - City-paid &amp; employee-paid premium rates effective 1/1/19</b>	<b>Employee-paid; optional</b> EE = \$11.71/mo. EE+1 = \$16.74/mo. Family = \$29.52/mo.				<b>City-paid</b> EE = \$10.14/mo. EE+1 = \$14.43/mo. Family = \$25.54/mo.	<b>Employee-paid; optional</b> EE = \$11.71/mo. EE+1 = \$16.74/mo. Family = \$29.52/mo.	<b>City-paid</b> EE = \$10.14/mo. EE+1 = \$14.43/mo. Family = \$25.54/mo.	<b>Employee-paid; optional</b> EE = \$11.71/mo. EE+1 = \$16.74/mo. Family = \$29.52/mo.	
<b>EAP City-paid premium: \$7.06 per EE/month</b>	N/A	Six (6) sessions per year for EE & eligible dependents				Eight (8) sessions per year for EE & eligible dependents		Six (6) sessions per year for EE & eligible dependents	
<b>Life Insurance City-paid premium: \$0.100 per \$1,000 of coverage Rates effective 1/1/19</b>	N/A	Twice annual salary; up to \$400,000 max							
<b>Supplemental Life</b>	N/A	Employee-paid optional program							
<b>AD &amp; D Insurance</b>	N/A	Employee-paid optional program							
<b>Short Term Disability (9 weeks) City-paid premium: \$0.140 per \$10/mo. Salary</b>	N/A	Two-thirds (2/3) monthly salary; \$1,200 weekly max				N/A		Two-thirds (2/3) monthly salary; \$1,200 weekly max	
<b>Long Term Disability City-paid premium: \$0.180 per \$100 of mo. Salary</b>	N/A	Two-thirds (2/3) monthly salary; \$5,000 monthly max							

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EMPLOYEE UNIT:	CITY COUNCIL  MAYOR VICE MAYOR COUNCILMEMBERS (3)	CITY MANAGER	CITY ATTORNEY	EXECUTIVES AND MANAGERS	CONFIDENTIAL EMPLOYEE GROUP	POLICE MANAGEMENT ASSOCIATION	POLICE OFFICERS ASSOCIATION	LOCAL 29 (OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION)	LOCAL 856 TEAMSTERS ADMIN, TECHNICAL, & CLERICAL AND FIELD & OPERATIONS UNITS
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<b>Retiree Medical #1</b>  <b>Active retirees that retired prior to:</b>  <b>6/28/2016</b> *City Council *City Manager *City Attorney *Executives/Mgrs *Confidential *FT - Contracted Employees *Teamsters   <b>7/12/2016</b> *Local 29   <b>8/2/2016</b> *POA *PMA	<b>Fixed City contribution effective 8/1/16:</b>  <i>Single=\$671.82/mo.</i> <i>2-Party=\$1,343.65/mo.</i> <i>Family=\$1,746.74/mo.</i>  Retiree contribution to 2018 Kaiser Basic Health Plan (Bay Area Region):  Single=\$108.04/mo. 2-Party=\$216.07/mo. Family=\$280.90/mo.					<b>Fixed City contribution effective 10/1/16:</b>  <i>Single=\$671.82/mo.</i> <i>2-Party=\$1,343.65/mo.</i> <i>Family=\$1,746.74/mo.</i>  Retiree contribution to 2017 Kaiser Basic Health Plan (Bay Area Region):  Single=\$108.04/mo. 2-Party=\$216.07/mo. Family=\$280.90/mo.		<b>Fixed City contribution effective 8/1/16 (Teamsters) or 9/1/16 (Local 29):</b>  <i>Single=\$671.82/mo.</i> <i>2-Party=\$1,343.65/mo.</i> <i>Family=\$1,746.74/mo.</i>  Retiree contribution to 2017 Kaiser Basic Health Plan (Bay Area Region):  Single=\$108.04/mo. 2-Party=\$216.07/mo. Family=\$280.90/mo.	

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<b>Retiree Medical #2</b>  <b>Employees that retire after applicable effective date:</b>  <b>6/28/2016, or</b>  <b>7/12/2016, or</b>  <b>8/2/2016</b>   <b>See applicable eligibility requirements</b>		<b>Fixed City contribution effective 8/1/2016 (Basic Plans)</b>  <i>Single=\$671.82/mo.</i> <i>2-Party=\$1,343.65/mo.</i> <i>Family=\$1,746.74/mo.</i>  Retiree contribution to 2017 Kaiser Basic Health Plan (Bay Area Region):  Single=\$108.04/mo. 2-Party=\$216.07/mo. Family=\$280.90/mo.			<b>Fixed City contribution effective 10/1/2016 (Basic Plans)</b>  <i>Single=\$671.82/mo. (retiree must have had 10+ years of City sworn service)</i> <i>2-Party=\$1,343.65/mo. (retiree must have had 10+ years of City sworn service)</i> <i>Family=\$1,746.74/mo. (retiree must have had 15+ years of City sworn service)</i>  Retiree contribution to 2017 Kaiser Basic Health Plan (Bay Area Region):  Single=\$108.04/mo. 2-Party=\$216.07/mo. Family=\$280.90/mo.		<b>Fixed City contribution effective 8/1/2016 (Teamsters) or 9/1/2016 (Local 29) (Basic Plans)</b>  <i>Single=\$671.82/mo.</i> <i>2-Party=\$1,343.65/mo.</i> <i>Family=\$1,746.74/mo.</i>  Retiree contribution to 2017 Kaiser Basic Health Plan (Bay Area Region):  Single=\$108.04/mo. 2-Party=\$216.07/mo. Family=\$280.90/mo.		
		<b>Eligibility Requirements:</b> Active employees with a start date, or received a conditional offer of employment, prior to 6/28/16.  Retires directly from the City of Concord, in accordance with CalPERS and PEMHCA requirements.  Employee had five or more years of continuous service with the City of Concord.			<b>Eligibility Requirements:</b> Active employees with a start date, or received a conditional offer of employment, prior to 8/2/16  Retires directly from the City of Concord, in accordance with CalPERS and PEMHCA requirements.  Employee had applicable number of years of service (see above for contribution determined by years of service)		<b>Eligibility Requirements:</b> Active employees with a start date, or received a conditional offer of employment, prior to 6/28/16 (Teamsters) or 7/12/16 (Local 29)  Retires directly from the City of Concord, in accordance with CalPERS and PEMHCA requirements.  Employee had five or more years of continuous service with the City of Concord.		

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Retiree Medical #3 (PEMHCA Minimum Only)		<p>Employees hired on or after 6/28/2016 that retire from the City of Concord, the City will contribute towards their retirement medical the PEMHCA minimum that is established annually by CalPERS.</p> <p>In 2017, the PEMHCA minimum was \$128/month</p> <p>In 2018, the PEMHCA minimum is \$133/month</p> <p>In 2019, the PEMHCA minimum is \$136/month</p>				<p>Employees with nine or less years of service, and employees hired on or after 8/2/2016, that retire from the City of Concord, the City will contribute towards their retirement medical the PEMHCA minimum that is established annually by CalPERS.</p> <p>In 2017, the PEMHCA minimum was \$128/month</p> <p>In 2018, the PEMHCA minimum is \$133/month</p> <p>In 2019, the PEMHCA minimum is \$136/month</p>		<p>Employees hired on or after 6/28/2016 (Teamsters) or 7/12/2016 (Local 29) that retire from the City of Concord, the City will contribute towards their retirement medical the PEMHCA minimum that is established annually by CalPERS.</p> <p>In 2017, the PEMHCA minimum was \$128/month</p> <p>In 2018, the PEMHCA minimum is \$133/month</p> <p>In 2019, the PEMHCA minimum is \$136/month</p>	

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<b>Vacation Accrual (payment of accruals upon separation of employment)</b>	N/A	<p><b>Annual Accrual:</b> 35 days of general leave per fiscal year</p> <p><b>Max Accrual:</b> No maximum accrual</p> <p><b>Cash Payment in Lieu:</b> Employee may cash out up to 15 days general leave per fiscal year.</p>	<p><b>Annual Accrual:</b> 25 days of general leave per fiscal year</p> <p><b>Max Accrual:</b> No maximum accrual</p>	<p><b>Annual Accrual:</b> 1<sup>st</sup>: 15 days 2<sup>nd</sup>: 17 days 3<sup>rd</sup> – 7<sup>th</sup>: 20 days 8<sup>th</sup> – 9<sup>th</sup>: 21 days 10<sup>th</sup>–12<sup>th</sup>: 22 days 13<sup>th</sup>-14<sup>th</sup>: 24 days 15<sup>th</sup>-19<sup>th</sup>: 26 days 20<sup>th</sup> &amp; +: 27 days</p> <p>In addition, 3 hours credited on Good Friday &amp; 8 hours credited on September 9<sup>th</sup> in lieu of Admissions Day. Executives may receive an initial higher accrual rate based on previous years of public sector work experience.</p> <p><b>Max Accrual:</b> 2 years of accrual + 320 hours</p> <p><b>Cash Payment in Lieu:</b> Up to 40 hours in the following calendar year; employee must complete a non-revocable election form by 12/31 of the previous year</p>	<p><b>Annual Accrual:</b> 1<sup>st</sup>: 10 days 2<sup>nd</sup>: 12 days 3<sup>rd</sup> – 7<sup>th</sup>: 15 days 8<sup>th</sup> – 9<sup>th</sup>: 16 days 10<sup>th</sup>–12<sup>th</sup>: 17 days 13<sup>th</sup>-14<sup>th</sup>: 19 days 15<sup>th</sup>-19<sup>th</sup>: 21 days 20<sup>th</sup> &amp; +: 22 days</p> <p>In addition, 3 hours credited on Good Friday &amp; 8 hours credited on September 9<sup>th</sup> in lieu of Admissions Day</p> <p><b>Max Accrual:</b> Accrual amount from previous anniversary year plus accrual amount for current anniversary year (2 years)</p> <p><b>Cash Payment in Lieu:</b> Up to 40 hours in the following calendar year; employee must complete a non-revocable election form by 12/31 of the previous year</p>	<p><b>Annual Accrual:</b> 1<sup>st</sup>: 15 days 2<sup>nd</sup>: 17 days 3<sup>rd</sup> – 7<sup>th</sup>: 20 days 8<sup>th</sup> – 9<sup>th</sup>: 21 days 10<sup>th</sup>–12<sup>th</sup>: 22 days 13<sup>th</sup>-14<sup>th</sup>: 24 days 15<sup>th</sup>-19<sup>th</sup>: 26 days 20<sup>th</sup>-25<sup>th</sup>: 27 days 26<sup>th</sup> &amp; +: 28 days</p> <p>In addition, 8 hours credited on September 9<sup>th</sup> in lieu of Admissions Day</p> <p><b>Max Accrual:</b> 2 years of accrual + 320 hours</p> <p><b>Cash Payment in Lieu:</b> Up to 40 hours in the following calendar year; employee must complete a non-revocable election form by 12/31 of the previous year</p>	<p><b>Annual Accrual:</b> 1<sup>st</sup>: 10 days 2<sup>nd</sup>: 12 days 3<sup>rd</sup> – 7<sup>th</sup>: 15 days 8<sup>th</sup> – 9<sup>th</sup>: 16 days 10<sup>th</sup>–12<sup>th</sup>: 17 days 13<sup>th</sup>-14<sup>th</sup>: 19 days 15<sup>th</sup>-19<sup>th</sup>: 21 days 20<sup>th</sup>-24<sup>th</sup>: 22 days 25<sup>th</sup> &amp; +: 25 days</p> <p>In addition, 10 hrs credited on the first pay period of the calendar year &amp; 8 hrs credited on September 9<sup>th</sup> in lieu of Admissions Day</p> <p><b>Max Accrual:</b> Accrual amount is double the amount of the employee's current vacation accrual rate + 20 hours</p> <p><b>Cash Payment in Lieu:</b> Up to 40 hours in the following calendar year; employee must complete a non-revocable election form by 12/31 of the previous year</p>	<p><b>Annual Accrual:</b> 1<sup>st</sup>: 10 days 2<sup>nd</sup>: 12 days 3<sup>rd</sup> – 7<sup>th</sup>: 15 days 8<sup>th</sup> – 9<sup>th</sup>: 16 days 10<sup>th</sup>–12<sup>th</sup>: 17 days 13<sup>th</sup>-14<sup>th</sup>: 19 days 15<sup>th</sup>-19<sup>th</sup>: 21 days 20<sup>th</sup> &amp; +: 22 days</p> <p>In addition, 8 hours credited on September 9<sup>th</sup> in lieu of Admissions Day</p> <p><b>Max Accrual:</b> Accrual amount from previous anniversary year plus accrual amount for current anniversary year (2 years)</p> <p><b>Cash Payment in Lieu:</b> Up to 40 hours in the following calendar year; employee must complete a non-revocable election form by 12/31 of the previous year</p>	<p><b>Annual Accrual:</b> 1<sup>st</sup>: 10 days 2<sup>nd</sup>: 12 days 3<sup>rd</sup> – 7<sup>th</sup>: 15 days 8<sup>th</sup> – 9<sup>th</sup>: 16 days 10<sup>th</sup>–12<sup>th</sup>: 17 days 13<sup>th</sup>-14<sup>th</sup>: 19 days 15<sup>th</sup>-19<sup>th</sup>: 21 days 20<sup>th</sup> &amp; +: 22 days</p> <p>In addition, 8 hours credited on September 9<sup>th</sup> in lieu of Admissions Day</p> <p><b>Max Accrual:</b> Accrual amount two times the amount of the employee's current vacation accrual rate</p> <p><b>Cash Payment in Lieu:</b> Up to 40 hours in the following calendar year; employee must complete a non-revocable election form by 12/31 of the previous year</p>

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<b>Sick Accrual</b>	N/A	N/A	N/A	<p>12 days/year</p> <p>Payment of unused sick leave upon retirement, or termination if eligible for retirement, shall be one-fourth (1/4) of unused sick leave, not to exceed 200 hours.</p> <p>Upon retirement, within 120 days of separation, unused sick leave may be converted into additional service credit at a rate of 0.004 years of service credit for each 8 hours of unused accrued sick leave.</p> <p>An employee can also elect a combination of cash out up to the maximum 800 hours (200 hours pay) and extend service for the balance.</p>					
<b>Admin Leave (no accrual or payment upon separation of employment)</b>	N/A	80 hrs per FY			N/A	80 hrs per FY (+ 30 hrs with Chief of Police approval)	N/A	N/A	N/A
<b>Bereavement (no accrual)</b>	N/A	4 days (in-state) 5 days (out/state)				3 days	N/A - Sick leave accrual may be used	4 days (in-state) 5 days (out/state)	

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<b>Comp Time</b>	N/A	N/A	N/A	N/A	<p>Employees are granted either time off equivalent to one and one-half time the overtime hours worked, or cash compensation equivalent to one and one-half time their straight time rate of pay for the amount of overtime worked.</p> <hr style="border: 1px dashed #000;"/> <p><b>Cash-out Option:</b> None.</p>	<p>Three (3) hours provide in the first pay period in March. Maximum accrual shall be 170 hours. Any overtime earned which would cause the accrued compensatory time to exceed the maximum shall be paid in cash at the appropriate overtime rate.</p> <hr style="border: 1px dashed #000;"/> <p><b>Cash-out Option:</b> Any employee may request payment of up to eighty (80) hours of compensatory time accrued in accordance with the following provisions:</p> <p>A. During the periods April 1 through April 15 and October 1 through October 15, each year, the Association member may elect to receive cash for up to eighty (80) hours of compensatory time accrued in each cash out period.</p> <p>B. Payment of the cash in lieu of compensatory time off shall be made no later than the last payday of the next month following the date the officer elected to receive such cash payment.</p>	<p>Three (3) hours credited in the first pay period in March. Maximum accrual shall be 160 hours.</p> <p>Employees are granted either time off equivalent to one and one-half time the overtime hours worked, or cash compensation equivalent to one and one-half time their straight time rate of pay for the amount of overtime worked.</p> <hr style="border: 1px dashed #000;"/> <p><b>Cash-out Option:</b> An employee may request up to forty (40) hours Comp Time earned to be paid in cash in accordance with the following provisions:</p> <p>A. During the periods of April 15 through April 30 and October 15 through October 30, the employee may elect to receive cash for up to 40 hours of Comp Time</p> <p>B. Payment of the cash in lieu of Comp Time off shall be made no later than the last payday occurring in the following month.</p>		

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