



## DPOA BENEFIT SUMMARY

If you have any questions on this benefit sheet or any other benefits, please contact the Human Resources Dept. at (707) 678-7000.

<b>CONTRACT TERM</b>	7/01/2025 – 6/30/2028
<b>SALARY INCREASE</b>	07/25 11% Officer; 14% Sergeant 07/26 2.5% 07/27 2.5%
<b>CALPERS RETIREMENT</b>	Tier Two - 3% @ 55 - "Classic" members hired on/after November 20, 2011. Tier Three - 2.7% @ 57 - "New" members hired on/after January 1, 2013. See the specific Memorandum of Understanding (MOU) for tier eligibility and contribution amounts.
<b>PROBATIONARY PERIOD</b>	The probationary period for newly hired lateral employees shall be 18 mo. which may be reduced to 12 mo. based on job performance at the sole discretion of the Police Chief.
<b>PRIOR SWORN SERVICE CREDIT FOR VACATION ACCRUALS</b>	Eligible for higher vacation accrual for prior sworn, full-time peace officer experience from other qualifying agencies. New hires must list years of service on job application and will be informed of eligible prior service and their accrual rates during the hiring process.
<b>SOCIAL SECURITY</b>	The city does <u>not</u> participate in social security. Required Medicare portion (1.45% cost to employee; 1.45% cost to employer). Non-regular employees, who do not participate in PERS, will be enrolled in the PARS ARS 457 Plan (Employee contributes 6.2% of wages and Employer contributes 1.3% of wage).
<b>MONTHLY BENEFIT ALLOWANCE (2025) AND SECTION 125 CAFETERIA PLAN AND EMPLOYER MEDICAL PREMIUM CONTRIBUTION (2026)</b>	<b><u>Eff: 7/1/2025</u></b> EE Only: \$920.00/mo. EE+1: \$1,130.00/mo. EE+2: \$2,025.00/mo. (70% of the Kaiser (Region 1) Employee+2 or more (family) rate)) <b><u>Eff: 1/1/2026</u></b> The City shall contribute an amount equal to eighty-five percent (85%) of the premium for the Kaiser (Region 1) health plan based upon each employee's enrollment for each month in which the employee is eligible for health benefits. The employee shall pay the balance of the premium, if any, for their health insurance benefit. <b>If no medical is chosen:</b> \$600/mo. of MBA as taxable income. Permanent part-time employees working 20 hrs./wk. or more receive a prorated portion of the employee only rate based on hrs. worked up to 40 hrs.
<b>MEDICAL INSURANCE THROUGH CALPERS</b>	Choice of CalPERS Health Plans <a href="#">Region 1 (PDF)</a> . Dependent children are eligible for coverage until age 26.
<b>DENTAL INSURANCE</b>	<b><u>Eff: 7/1/2025</u></b> City pays Employee Only rate. Choice of two dental plans: Delta PPO & DeltaCare DHMO. <b><u>Eff: 1/1/2026</u></b> City will contribute an amount sufficient to cover 100% of the cost of Dental PPO or Dental DHMO for the selected plan level.
<b>VISION INSURANCE</b>	<b><u>Eff: 7/1/2025</u></b> City pays Employee only rate. <b><u>Eff: 1/1/2026</u></b> City will contribute an amount sufficient to cover 100% of the cost of Vision for the selected plan level. The plan provides coverage for exams and lenses every 12 months and frames every 24 months. Standard lenses are covered at 100 percent after a \$20.00 copayment if you use a network provider.
<b>LIFE INSURANCE</b>	<b>City Paid:</b> \$15,000 term life and AD&D. Effective: first of month following hire date. <b>Employee Paid:</b> Employees can elect \$10,000 increments not to exceed \$500,000 or 5 times their annual salary, whichever is less, for themselves. May also elect \$5,000 increments not

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	to exceed \$250,000 or 50% of the employee's elected benefit for their spouse. Coverage is also available for dependent children. Rates are age banded and based on the employee's or spouse's age per \$1,000 increments. Guaranteed issue \$100,000.
<b>LONG TERM DISABILITY</b>	<b>City Paid:</b> Provides income protection of 2/3 salary after 60 days for injury or illness. Available to employees who work twenty (20) hours per week or more.
<b>SUPPLEMENTAL INSURANCE</b>	<b>Group Products available through AFLAC:</b> Accident, Critical Illness, Hospital, Short-Term Disability Policies.
<b>FLEXIBLE SPENDING ACCOUNT (FSA)</b>	Employees may elect to allocate each year, on a pre-tax basis, a specified amount from each paycheck to be held and reimbursed to them on a tax-free basis upon submitting receipts for either unreimbursed Medical and/or Dependent Care expenses. Administered by Maestro Health Marpai.
<b>DEFERRED COMPENSATION</b>	Voluntary contribution - no City match.
<b>VACATION</b>	0-5 years    17 days (136 hrs./yr.) 6-10 years    20 days (160 hrs./yr.) 10 + years    25 days (200 hrs./yr.) Maximum accrual is 2 times employee current annual accrual. Employee receives payment for all unused vacation time earned but not taken upon separation.
<b>SICK LEAVE</b>	Unlimited accrual at the rate of 8 hrs. per month.
<b>SICK LEAVE CASH OUT INCENTIVE</b>	Sick leave accruals can be cashed out at the following rates and completion of: 1-5 years of service: 20% 6-10 years of service: 30% 11+ years of service: 2% per year thereafter to a max. of 50% Retiring employees may convert accrued sick leave to cash, PERS service credit or into their VEBA account (if applicable), based on the above chart.
<b>HOLIDAYS</b>	12 holidays/year plus one floating holiday.
<b>BILINGUAL INCENTIVE</b>	5% of base pay with certified Spanish language skills.
<b>EDUCATION REIMBURSEMENT</b>	After 1 year of service, eligible to participate in the Education Reimbursement Program. \$800 per year for courses in keeping with field of employment.
<b>BEREAVEMENT LEAVE</b>	In the event of a death in the immediate family, each full-time or benefited part-time employee shall be eligible for up to 3 working days of paid bereavement leave.
<b>MILEAGE REIMBURSEMENT</b>	Employees driving their personal vehicles to conduct City business may receive mileage reimbursement in accordance with IRS rates.
<b>EMPLOYEE ASSISTANCE PROGRAM (EAP)</b>	ACI - Employees and/or family members may receive up to six (6) sessions per person, per incident at no cost. CORDICO INC – On Demand, 24/7/365; no cost
<b>ADMIN LEAVE PAY (for FLSA exempt employees)</b>	N/A
<b>OVERTIME</b>	FLSA covered employees earn 1-1/2 of the employee's regular rate of pay as defined by FLSA. Eligible employees receive either pay or earn Comp Time up to a max of 144 hrs. Overtime is paid after 80 hrs. in a 2-week period.
<b>SHIFT DIFFERENTIAL</b>	2.5% of base pay for night shift hours actually worked.
<b>UNIFORM ALLOWANCE</b>	Sworn: \$1,200/per fiscal yr.; paid bi-weekly or elect to receive allowance as vendor credit. See MOU for details

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<b>CALL BACK PAY</b>	Telephonic subpoena or telephonic standby requests paid a min of 2 hours at regular hourly rate. Call back while off-duty paid min of 2 hrs. at overtime pay. Dept. business by phone while off duty calculated to the nearest 12-minute increment.
<b>TRAINING PAY</b>	FTO: 5% for shifts assigned and worked.
<b>CANINE (K-9) PAY</b>	3.5 additional hours per week at straight time.
<b>TAKE-HOME VEHICLE</b>	Patrol Officers use marked vehicles to and from PD during workweek of officer's duty schedule.
<b>COURT APPEARANCE</b>	1-1/2 times regular rate of pay for 4 hours, or number of hours at court, whichever is greater. If court appearance scheduled for day off is cancelled and officer has not confirmed with night watch commander, no payment will be made.
<b>STAND BY PAY</b>	\$2.15 per hour for weekday evenings; \$100 per day on weekend days; \$100 for holidays.
<b>SPECIAL ASSIGNMENTS</b>	Officer in Charge, Investigator, Field Training Officer, Canine, School Resource Officer and Motorcycle assignments receive 5% for shifts assigned and worked by Chief or designee.
<b>LONGEVITY</b>	Included in F Step (5%) + upon completion of 10 years of service 5% of base pay
<b>MEDICAL PREMIUM PAYMENT UPON RETIREMENT</b>	N/A
<b>EDUCATION INCENTIVE</b>	<b>DPOA-Sworn Personnel:</b> 2.5% added to base salary for POST Intermediate Certificate 2.5% for completion of 60 college semester units. 2.5% added to base salary for POST Advanced Certificate 2.5% for completion of 120 college semester units. Shall not receive no more than 10% maximum.

Update 9/19/2025 H:\Personnel\Mous\CURRENT BENEFIT SUMMARIES\DPOA Benefit Summary 2025 Thru 2028 FINAL 9\_19\_25.Docx

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