

BENEFIT SUMMARY*
FOR: Local One, DPOA, DPFA, DPSMMA, and DMMA

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

BARGAINING UNIT	Local One	DPOA	DPFA	DPSMMA	DMMA										
CONTRACT TERM	7/1/14–6/30/16	7/13/14 – 6/30/18	7/1/15–6/30/17	7/1/14-6/30/16	7/1/14-6/30/16										
SALARY INCREASES (Effective 1 st full pay period in the month)	07/14 3% 07/15 3%	<u>Sworn Members:</u> 07/14 4.5% 07/15 3%** 07/16 3%** 07/17 3%** **Plus DFPA increase 2% <u>Non-Sworn Members:</u> 07/14 3% 07/15 1% 07/16 1% 07/17 1%	07/15 2% 07/16 2%	7/14 2% 7/15 2%	7/14 2% 7/15 2%										
CALPERS RETIREMENT	<p>Miscellaneous(Local One, DMMA, DPOA Non-Sworn): Tier One - 2.5% @ 55—"Classic" members hired before December 16, 2012. Tier Two - 2% @ 60—"Classic" members hired on/after December 16, 2012. Tier Three - 2% @ 62—"New" members hired on/after January 1, 2013.</p> <p>Safety-Sworn (DPOA, DPSMMA-Police Lt. & Police Capt.): Tier One - 3% @ 50—"Classic" members hired before November 20, 2011. 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.</p> <p>Safety –Sworn (DPFA, DPSMMA-Fire Div Chiefs): Tier One - 3% @ 50—"Classic" members hired before August 12, 2012. Tier Two - 3% @ 55—"Classic" members hired on/after August 12, 2012. Tier Three - 2.7% @ 57—"New" members hired on/after January 1, 2013.</p> <p>See the specific Memorandum of Understanding (MOU) for tier eligibility and contribution amounts.</p>														
SOCIAL SECURITY	<p>The City does not participate in social security. Required Medicare portion (1.45% cost to employee; 1.45% cost to employer).</p> <p>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).</p>														
MONTHLY BENEFIT ALLOWANCE and SECTION 125 CAFETERIA PLAN	<p>Employees receive a Monthly Benefit Allowance (MBA) from the City as outlined in the specific MOU, in addition to base salary, for the purchase of employee benefits.</p> <p>The MBA will be added to employee's earnings as taxable income and may be used to purchase employee benefits offered by the City. The MBA will not be added to base salary for purposes of calculating PERS contributions or other salary-based incentives. Employees may choose to pay for benefits with pre-tax dollars via election through the Flexible Benefits, IRS Section 125 Plan.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Local One:</th> <th style="text-align: left;">DPOA:</th> <th style="text-align: left;">DPFA:</th> <th style="text-align: left;">DPSMMA:</th> <th style="text-align: left;">DMMA:</th> </tr> </thead> <tbody> <tr> <td>\$1,216/mo</td> <td>Eff 7/1/14: EE Only: \$920/mo EE+1: \$1,130/mo EE+2: \$1,305/mo</td> <td>Eff 7/1/14: EE Only: \$920/mo EE+1: \$1,130/mo EE+2: \$1,305/mo</td> <td>Eff 7/1/14: EE Only: \$920/mo EE+1: \$1,130/mo EE+2: \$1,305/mo</td> <td>Eff 7/1/14: EE Only: \$1,216/mo EE+1: \$1,216/mo EE+2: \$1,305/mo</td> </tr> </tbody> </table> <p>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.</p> <p>If no medical plan is chosen the member receives 50% of the MBA as described in the MOU.</p>					Local One:	DPOA:	DPFA:	DPSMMA:	DMMA:	\$1,216/mo	Eff 7/1/14: EE Only: \$920/mo EE+1: \$1,130/mo EE+2: \$1,305/mo	Eff 7/1/14: EE Only: \$920/mo EE+1: \$1,130/mo EE+2: \$1,305/mo	Eff 7/1/14: EE Only: \$920/mo EE+1: \$1,130/mo EE+2: \$1,305/mo	Eff 7/1/14: EE Only: \$1,216/mo EE+1: \$1,216/mo EE+2: \$1,305/mo
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MEDICAL INSURANCE THROUGH CALPERS	<p>Choice of: Anthem HMO Select, Anthem HMO Traditional, Blue Shield Access+, Blue Shield NetValue, Kaiser, United Healthcare, PERS Choice, PERS Select, and PERS Care.</p> <p>Plan rates and availability depend on city of residence; most City employees live in Bay Area or Sacramento Area. Dependent children are eligible for coverage until age 26.</p>														

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DENTAL INSURANCE	Choice of two dental plans: Delta PPO & DeltaCare DHMO (orthodontic coverage). Dependent children are eligible for coverage in both plans until age 26.
VISION INSURANCE	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.
LIFE INSURANCE	City paid: \$5,000 term life and AD&D. Effective: first of month following hire date. Cost is \$0.12 per \$1000 on the life and \$0.03 per \$1,000 on the AD&D. Employee paid: 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 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.
LONG TERM DISABILITY	City paid: Provides income protection of 2/3 salary after 60 days for injury or illness. Cost is (\$0.470 per \$100 of covered payroll per month) for all permanent employees regularly scheduled to work twenty (20) hours per week or more.
VOLUNTARY SUPPLEMENTAL INSURANCE	Products available through AFLAC: Accident Indemnity Advantage, Short-Term Disability Policy, Hospital Advantage Plan, Personal Cancer Care, Hospital Intensive Care Protection, Life Protector.
FLEXIBLE SPENDING ACCOUNT (FSA)	Employees may elect to allocate each year, on a pre-tax basis, a specified amount from each pay check 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 AFLAC/WageWorks.
DEFERRED COMPENSATION	Voluntary contribution – no City match.
VACATION	Local One, DPOA, DMMA and DPSMMA: 0 – 5 years 6 – 10 years 11 years+ 12 days (96 hrs/yr) 15 days (120 hrs/year) 20 days (160 hrs/year) DPFA (24 hour shifts): 0 – 5 years 6 – 10 years 11 years+ 6 shifts (144 hrs/yr) 7.5 shifts (180 hrs/year) 9 shifts (216 hrs/year) Maximum accrual is 2 times employee current annual accrual. Employee receives payment for all unused vacation time earned but not taken upon separation.
SICK LEAVE	Local One, DPOA, DMMA & DPSMMA: Unlimited accrual at the rate of 8 hrs per month. DPFA (24 hour shifts): Unlimited accrual at 12 hours per month.
SICK LEAVE CASH OUT INCENTIVE (upon separation or retirement)	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 maximum of 50%. Local One, DMMA and DPSMMA: For retiring employees any portion of the sick leave balance not cashed out is converted to PERS service credit. DPOA & DPFA: Retiring employees may convert accrued sick leave to cash, PERS service credit or into their VEBA account (if applicable), based on the above chart.
HOLIDAYS	Local One, DPOA, DMMA and DPSMMA: 11 holidays/year plus two floater days DPFA: 10 holidays/year plus two floater days
BILINGUAL INCENTIVE	Local One, DPFA, DMMA and DPSMMA: \$100/month with certified Spanish language skills. DPOA: 2.5% of base pay with certified Spanish language skills.
EDUCATION REIMBURSEMENT	After 1 year of service, eligible to participate in Education Reimbursement Program. \$800 per year for courses in keeping with field of employment.
BEREAVEMENT LEAVE	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 day of paid bereavement leave. Personnel assigned to work 24 hour shifts shall be eligible for up to 2 working shifts of paid bereavement leave (2 working shifts paid per incident).
MILEAGE REIMBURSEMENT	Employees driving their personal vehicles to conduct City business may receive mileage reimbursement in accordance with IRS rates.
EMPLOYEE ASSISTANCE PROGRAM (EAP)	Employees and/or family members may receive up to six (6) sessions per person, per incident at no cost. Administered by ACI. City pays \$2.34 per employee a month.

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BARGAINING UNIT	Local One	DPOA	DPFA	DPSMMA	DMMA
ADMIN LEAVE PAY (for FLSA exempt employees)	n/a			104 hrs/FY (use it or lose it) 50% cash out option. After 7 years of service, cash out shall increase by 5% each year until a max of 80%.	64 hrs/FY (use it or lose it) 50% cash out option.
OVERTIME	FLSA covered employees earn 1 ½ 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 144 hrs. Local One: Overtime is paid after 40 hrs per work week. DPOA: Overtime is paid after 80 hrs in a 2 week period. DPFA: Overtime is paid after 182 hrs in a 24 day period.			Employees are FLSA exempt and do not earn overtime.	
SHIFT DIFFERENTIAL	DPOA: 2.5% of base pay for night shift hours actually worked				
STAND BY PAY	For emergency call-out on weekends, holidays, days off, & weekday evenings: \$40/weekday evening \$100/weekend day \$100/holidays	\$2.15 per hour for weekday evenings \$100 per day on weekend days \$100 for holidays	\$2.08 per hour	Fire Division Chief while working on behalf of Winters: \$80/weekday evening, \$200/weekend day, \$200/day holidays (per resolution 14-156)	n/a
CALL BACK PAY	Min of 2 hrs at 1½ times the regular rate of pay, unless already scheduled as stand-by, then a min of 1 hr at 1½ times regular rate of pay.	Min of 2 hrs at 1½ times the regular rate of pay Dept business by phone while off duty calculated to the nearest 12 minute increment	Min of 2 hrs at 1½ times regular rate.	n/a	n/a
ACTING/OUT OF CLASS PAY	Pursuant to City of Dixon Personnel Rules 3.11.3.	OIC, Investigator and SoINET Officer receive 5% for shifts Assigned and worked.	5% for Engineer, Firefighter and Paramedic when acting as a Captain. 5% additional pay for Firefighter and Firefighter/Paramedic when acting as Engineer. Acting Duty Chief Standby Pay: Qualified Captain's assigned & worked as an Acting duty Chief shall be paid the following: \$400/wk or prorated as follows: \$40/weekday evening. \$100/weekend day and \$100/holiday.	5% out of class pay for working in place of supervisor for more than 5 days per Personnel Rules.	

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			Qualified individuals in Captain class shall receive 5% differential for hours assigned as Acting Duty Chief. Hazmat Pay when assigned - \$166 per pay period.		
TRAINING PAY	n/a	FTO: 5% for shifts assigned and worked	5% for Paramedic Coordinator	n/a	n/a
PHYSICAL FITNESS PROGRAM	n/a	Sworn per month: \$120 Gold, \$95 Silver, \$70 Bronze	\$150/month if pass the program	Per month: \$120 Gold, \$95 Silver, \$70 Bronze	n/a
UNIFORM ALLOWANCE	Safety jackets and boots, if needed, shall be provided or reimbursed by approval of Dept. Head.	Sworn: \$850/yr Non-Sworn: \$700/yr	\$850/year; paid biweekly	Police Lt. and Police Captain: \$850/yr Fire Div Chief: \$850/yr	n/a
EDUCATION INCENTIVE	<p>DPOA - Sworn Personnel:</p> <ul style="list-style-type: none"> -2.5% added to base salary for POST Intermediate Certificate or 60 college semester units. -5% added to base salary for POST Advanced Certificate or completion of 120 college semester units. (not cumulative) <p>DPOA - CSOs: CSOs with 7 years of Dixon PD experience receive 2.5% of base pay per certificate held to a maximum of 5%.</p> <p>DPFA:</p> <ul style="list-style-type: none"> -Fire Technology or Fire Science Certificate shall be entitled to receive \$60/month. -AA/AS degree in Fire Science or equivalent shall be entitled to receive shall be entitled to receive \$120/month. -BA/BS degree shall be entitled to receive shall be entitled to receive \$180/month. -"Fire Officer" certificate shall be entitled to receive \$120/month. -"Chief Fire Officer, Fire Mechanic, Fire Instructor, Fire Inspector, Fire Investigator, or Apparatus Driver/Operator" certificate shall be entitled to receive \$120/month. If more than one certificate is achieved under this section, employee shall only receive a maximum of \$120/month." <p>Max educational incentive shall be \$420.</p> <p>DPSMMA - Police Lieutenant & Police Captain: 2.5% base pay for possession of POST Intermediate or completion of 60 college semester units 5% base pay for possession of POST Advanced or 120 college semester units (not cumulative)</p> <p>DPSMMA - Fire Division Chiefs: -BA/BS degree shall be entitled to receive shall be entitled to receive \$210/month. -"Chief Fire Officer" certificate shall be entitled to receive \$210/month.</p>				
CANINE (K-9) PAY	DPOA: 3.5 additional hours per week at straight time				
COURT APPEARANCE	DPOA: 1 ½ 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 canceled and officer has not confirmed with night watch commander, no payment will be made.				
BARGAINING UNIT	Local One	DPSMMA	DMMA	DPOA	DPFA
LONGEVITY	-2% after 7 yrs of svc (YOS) -2% after 11 YOS -3% after 15 YOS -1% after 20 YOS		-3% after 7 YOS -3% after 10 YOS -4% after 15 YOS	Sworn: F Step (5%) CSO: 5% after 1 yr at E Step	F Step (5%)

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MEDICAL AFTER RETIREMENT*	One month's premium at the Kaiser + 1 dependent rate for each year of full time service to a maximum of 24 months.	n/a	n/a
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