

City of Davis Benefit Summary

Prepared March 2009

BENEFIT	BARGAINING UNIT						
	Davis City Employee Association (DCEA)	Program, Administrative & Support Employees Association (PASEA)	Individual Management Employees	DEPARTMENT HEADS & ASST. CITY MANAGER	FIRE, Local 3494	DAVIS POLICE OFFICERS ASSOCIATION	Individual Police Lieutenants
<p>Section 125: (Implementation date 01/01/2007) Medical and Life: Eligible date of hire. Vision/Dental: Eligible first day of the month after completion of one month of employment. Long Term Disability: Becomes effective 30 days after date of the off-the-job injury or illness causing disability.</p>	<p>Effective 1/1/2009 includes a Cafeteria contribution of \$1511.48, which can be used towards purchasing medical, dental, and vision plans. Purchasing Life Insurance (\$11.40, benefit \$30,000) and Long Term Disability Insurance (\$17.00) are REQUIRED. Any unused portion is paid to employee in regular salary.</p>	<p>Effective 1/1/2009 includes a Cafeteria contribution of \$1511.48, which can be used towards purchasing medical, dental, and vision plans. Purchasing Life Insurance (\$11.40, benefit \$30,000) and Long Term Disability Insurance (\$17.00) are REQUIRED. Any unused portion is paid to employee in regular salary.</p>	<p>Effective 1/1/2009 includes a Cafeteria plan of \$1511.48, which can be used towards purchasing medical, dental, and vision plans. Purchasing Life Insurance (\$11.40, benefit \$30,000) and Long Term Disability Insurance (\$17.00) are REQUIRED. Any unused portion is paid to employee in regular salary. <u>The City pays an additional \$26.60 towards life insurance for a \$100,000 total benefit.</u></p>	<p>Effective 1/1/2009 Includes a Cafeteria plan of \$1511.48, which can be used towards purchasing medical, dental, and vision plans. Purchasing Life Insurance (\$11.40, benefit \$30,000) and Long Term Disability Insurance (\$17.00) are REQUIRED. Any unused portion is paid to employee in regular salary. <u>The city pays an additional \$64.60 towards life insurance for a \$200,000.00 total benefit.</u></p>	<p>Effective 1/1/2009 includes a Cafeteria contribution of \$1511.48 which can be used towards purchasing medical, dental, and vision plans. Purchasing Life Insurance (\$11.40, benefit \$30,000) and Long Term Disability Insurance (\$17.00) are REQUIRED. Any unused portion is paid to employee in regular salary.</p>	<p>Effective 1/1/2009 includes a Cafeteria contribution of \$1511.48, which can be used towards purchasing medical, dental, and vision plans. Purchasing Life Insurance (\$11.40, benefit \$30,000) and Long Term Disability Insurance (\$17.00) are REQUIRED. Any unused portion is paid to employee in regular salary.</p>	<p>Effective 1/1/2009 Includes a Cafeteria contribution of \$1511.48, which can be used towards purchasing medical, dental, and vision plans. Purchasing Life Insurance (\$11.40, benefit \$30,000) and Long Term Disability Insurance (\$17.00) are REQUIRED. Any unused portion is paid to employee in regular salary. The city pays an additional \$64.60 towards life insurance for a \$200,000.00 total benefit.</p>
<p>Retirement: Eligible date of hire. The city contracts with the Public Employees Retirement System (PERS); Single highest year</p>	2.5% @ 55	2.5% @ 55	2.5% @ 55 - Miscellaneous 3% @ 50 - Public Safety	2.5% @ 55 - Miscellaneous 3% @ 50 - Public Safety	3% @ 50	2.5% @ 55 - Miscellaneous 3% @ 50 - Public Safety	Public Safety 3% @ 50
<p>Employee portion paid by city</p>	8% EPMC	8% EPMC	Employee Pays full 9% Public Safety 8% EPMC Miscellaneous	Employee Pays full 9% Public Safety 8% EPMC Miscellaneous	Employee Pays full 9%	Employee Pays full 9% Public Safety 8% EPMC Miscellaneous	Employee Pays full 9%
<p>Employee portion paid by employee</p>	0	0	0, except Public Safety	0, except Public Safety	9% under IRS 414(h)2	9% under IRS 414(h)2	9% under IRS 414(h)2
<p>Employer Portion, as of</p>	FY 08/09 - 12.089% FY 09/10 - 12.542%	FY 08/09 - 12.089% FY 09/10 - 12.542%	Misc FY 08/09 - 12.089% FY 09/10 12.542% Safety FY 08/09 - 22.469% FY 09/10 22.755	Misc FY 08/09 - 12.089% FY 09/10 12.542% Safety FY 08/09 - 22.469% FY 09/10 22.755	FY 08/09 - 22.469%	Misc FY 08/09 - 12.089% FY 09/10 12.542% Safety FY 08/09 - 22.469% FY 09/10 22.755	FY 08/09 22.469%
<p>Survivor Benefit: The city contracts with the Public Employees Retirement System for the 1959 Survivor Benefit</p>		Benefit Level Four (4).	Benefit Level Four (4).	Benefit Level Four (4).	Benefit Level Four (4).	Benefit Level Four (4). DPOA employees will pay any additional cost to the CITY resulting from this benefit.	Benefit Level Four (4).
<p>Dues/Tuition Reimbursement: City paid dues for professional organizations and subscriptions. Tuition and book reimbursement for job related classes up to current semester unit cost at California State University, Sacramento.</p>	eligible	eligible	eligible	eligible	eligible	eligible	eligible
<p>Medicare: From date of hire</p>	All employees contribute 1.45% of gross salary to Medicare per federal regulations.	All employees contribute 1.45% of gross salary to Medicare per federal regulations.	All employees contribute 1.45% of gross salary to Medicare per federal regulations.	All employees contribute 1.45% of gross salary to Medicare per federal regulations.	All employees contribute 1.45% of gross salary to Medicare per federal regulations.	All employees contribute 1.45% of gross salary to Medicare per federal regulations.	All employees contribute 1.45% of gross salary to Medicare per federal regulations.
<p>Computer Loan Program: Up to \$2,000.00 interest free loan for 36 months, payable by payroll deduction.</p>	Eligible upon completion of probation	Eligible upon completion of probation	Eligible upon completion of probation for general management; one year service for executive management.	Eligible upon completion of one year of service.	Eligible upon completion of probation.	Eligible upon completion of probation	Eligible upon completion of probation
<p>Bicycle Loan Program: Up to \$1,000.00 interest free loan for 24 months, payable by payroll deduction.</p>	Eligible upon completion of probation	Eligible upon completion of probation	Eligible upon completion of probation for general management; one year service for executive management.	Eligible upon completion of one year of service.	Eligible upon completion of probation.	Eligible upon completion of probation	Eligible upon completion of probation

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Management Leave	N/A	N/A	10 days management leave each calendar year (3.08 hrs/pay period). Leave can be used in one of the following three ways: 1) Take 100% of the management leave as time off with pay. 2) Receive a cash payment for 50% of the management leave and time off with pay for the remaining 50%. 3) Receive a cash payment for 100% of the management leave.	10 days management leave each calendar year (3.08 hrs/pay period). Leave can be used in one of the following three ways: 1) Take 100% of the management leave as time off with pay. 2) Receive a cash payment for 50% of the management leave and time off with pay for the remaining 50%. 3) Receive a cash payment for 100% of the management leave.	N/A	N/A	10 days management leave each calendar year (3.08 hrs/pay period). Leave can be used in one of the following three ways: 1) Take 100% of the management leave as time off with pay. 2) Receive a cash payment for 50% of the management leave and time off with pay for the remaining 50%. 3) Receive a cash payment for 100% of the management leave.
Dept. Head Leave	N/A	N/A	N/A	Extended Leave - maximum of 3 months (may be taken once every four years). Each employee may bank or carry over up to two weeks of management leave per year.	N/A	N/A	N/A
Education or Certificate Incentives	N/A	N/A	N/A	N/A	\$14.00 per month education benefit Eligible six months after attaining rank of Firefighter I	2.5% each, Intermediate & Advanced Post Certificate In addition to POST, 2.5% for holding a BA/BS from accredited college or university (maximum of 7.5%)	2.5% for POST Management Certificate, add'l 2.5% for Masters or POST Command College (maximum 5%)
Multi-lingual pay - must be certified and needs approval of Dept. Head	N/A	\$75/month	N/A	N/A	N/A	\$75/month	\$75/month
Holidays	12 + 2-1/2 floaters	12 + 2-1/2 floaters	General - 12 + 2-1/2 floaters, Police - 96 hrs in-lieu, Fire 134.4 hours in-lieu	12 + 2-1/2 floaters	134.4 hours in-lieu pay; in addition, 22.4 hours in-lieu paid first pay period of December	Officers & Sergeants - 96 hours; All others 116 hours in-lieu pay	116 hours in-lieu pay
Uniform Replacement Allowance	N/A	N/A	Police Capt. equal to Police MOU; Fire - equal to Fire MOU; Replacement & Cleaning	N/A	\$2000.00 to be paid once annually in a lump sum on the first regular payday after July 1.	Sworn - \$1,500/yr. SWAT,EOD, Canine and Motorcycle Officers/Sergeants - \$250/yr. ; Non-Sworn - \$400/yr.	Sworn - \$1,500/yr. SWAT,EOD, Canine and Motorcycle \$250/yr. Re-assigned Division Commanders will be provided a \$500.00 lump sum payment.
Uniform Cleaning Allowance	N/A	N/A	see above	N/A	N/A	Sworn and Non-sworn - \$150/yr	\$150/yr
Parental Leave	2 months paid/limited to once in 24 months	2 months paid/limited to once in 24 months	2 months paid/limited to once in 24 months	2 months paid/limited to once in 24 months	2 months paid/limited to once in 24 months	2 months paid/limited to once in 24 months	2 months paid/limited to once in 24 months
Deferred compensation - Two plans available, ICMA and CalPERS 457	no city contribution	no city contribution	no city contribution	The CITY agrees to contribute ONE HUNDRED DOLLARS (\$100.00) bi-weekly for each Sworn and Non-Sworn employee towards the current International City Managers Association (ICMA) 457 deferred compensation or PERS 457 deferred compensation plan.	no city contribution	no city contribution	no city contribution
Longevity	A 2.5% increase in base salary only at 10 years and an additional 2.5% in base salary only at 20 years for a maximum of 5%.	N/A	N/A	N/A	After tenth year of service they receive one half shift added to vacation total. Look at MOU Section 32 for more details.	Effective 7/1/07 increase sworn employees base salary by 2.5% after 5 years of service. For non-sworn employees a 2.5% increase in base salaries will be implemented after 10 years of service.	2.5% increase in base salary will be implemented beginning of the 5th year of service. 2.5% increase in base salary will be implemented beginning the 10th year of service.
Add Pays						5% when assigned to the motorcycle unit (Officer and Sergeant) 1% each year when assigned to investigations (Officer) 5% when assigned to investigations (Sergeant)	5% when assigned to the motorcycle unit (Officer and Sergeant) 1% each year when assigned to investigations (Officer) 5% when assigned to investigations (Sergeant)