



## CITY OF WATSONVILLE BARGAINING UNIT BENEFITS - UPDATED 12/16/2016



ITEM	MANAGEMENT	MID-MANAGEMENT	CONFIDENTIAL	CLERICAL/TECHNICAL (SEIU 521)	PUBLIC WORKS (OE3)	FIRE (IAFF L-1272)	POLICE (POA)	PUBLIC SAFETY MID-MANAGEMENT (PSMM)
CONTRACT TERM	7/1/15 - 6/30/2017	7/1/15 - 6/30/2017	7/1/15 - 6/30/2017	7/1/15 - 6/30/2017	7/1/15 - 6/30/2017	7/1/15 - 6/30/2017	4/24/07 - 06/30/2017	4/24/07 - 06/30/2017
NEXT NEGOTIATED SALARY ADJUSTMENT	Return to 40 hour work week on 1/2/2016 with 10% restoration of pay.	Return to 40 hour work week on 1/2/2016 with 10% restoration of pay.	Return to 40 hour work week on 1/2/2016 with 10% restoration of pay.	Return to 40 hour work week on 1/2/2016 with 10% restoration of pay.	Return to 40 hour work week on 1/2/2016 with 10% restoration of pay.	Return to 40 hour work week on 1/2/2016 with 10% restoration of pay.	5/11/07 - 5% 7/20/07 - 5% for those at top step 8/3/07 - 3% 7/18/08 - 2.5% 1/16/09 - 2.5% 7/1/13 - 2.5% 7/1/14 - 2.5%	5/11/07 - 5% 7/20/07 - 5% for those at top step 8/3/07 - 3% 7/18/08 - 2.5% 1/16/09 - 2.5% 7/1/13 - 2.5% 7/1/14 - 2.5%
PERS RETIREMENT EMPLOYER RATE EMPLOYEE RATE (hired prior to 7/1/11)	2% @ 55 13.72% 7% (employee paid) 9% Public Safety	2% @ 55 13.72% 7% (employee paid)	2% @ 55 13.72% 7% (employee paid)	2% @ 55 13.72% 7% (employee paid)	2% @ 55 13.72% 7% (employee paid)	3% @ 50 37.48% 9% (Employee paid)	3% @ 50 36.8% 9% (Employee paid)	3% @ 50 36.8% 9% (Employee paid)
<b>2-TIER FORMULA</b> EMPLOYER RATE EMPLOYEE RATE (hired between 7/1/11 and 1/1/13 or classic members)	2% @ 60 w/ 3 yr Avg 13.72% 7% (employee paid)	2% @ 60 w/ 3 yr Avg 13.72% 7% (employee paid)	2% @ 60 w/ 3 yr Avg 13.72% 7% (employee paid)	2% @ 60 w/ 3 yr Avg 13.72% 7% (employee paid)	2% @ 60 w/ 3 yr Avg 13.72% 7% (employee paid)	3% @ 55 w/3yr Avg 15.63% 9% (employee paid)	3% @ 55 w/ 3yr Avg 15.63% 9% (employee paid)	3% @ 55 with 3yr Avg 15.63% 9% (employee paid)
<b>PEPRA TIER</b> EMPLOYER RATE EMPLOYEE RATE (hired after 1/1/13)	2% @ 62w/ 3 yr Avg 13.72% 6.25% (employee paid)	2% @ 62w/ 3 yr Avg 13.72% 6.25% (employee paid)	2% @ 62w/ 3 yr Avg 13.72% 6.25% (employee paid)	2% @ 62w/ 3 yr Avg 13.72% 6.25% (employee paid)	2% @ 62w/ 3 yr Avg 13.72% 6.25% (employee paid)	2.7% @ 57 w/3 yr Avg 11.5%(employee paid)	2.7% @ 57 w/3 yr Avg 11.15 11.5%(employee paid)	2.7% @ 57 w/3 yr Avg 11.15% 11.5%(employee paid)
HEALTH, DENTAL & VISION CITY EMPLOYEE	\$1,526/month \$391.72/month	\$1,526/month \$391.72/month	\$1,526/month \$391.72/month	\$1,526/month \$391.72/month	\$1,526/month \$391.72/month	\$1,526/month \$391.72/month	\$1,526/month \$345.72/month	\$1,526/month \$391.72/month
LIFE INSURANCE	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000
CALL BACK/ON CALL	N/A	\$210/week on-call for designated employees; 3 hr min OT call back	N/A	\$210/week on-call for designated employees; 3 hr min OT call back	\$210/week on-call for designated employees; 3 hr min OT call back	Minimum 2 hours OT	3 hour min Court Time OT	Sergeants - 3 hour min Court Time OT
VEHICLE ALLOWANCE OR VEHICLE	Fire Chief and Police Chief provided with assigned cars	N/A	N/A	N/A	N/A	N/A	N/A	N/A

## CITY OF WATSONVILLE BARGAINING UNIT BENEFITS - UPDATED 7/1/2015

ITEM	MANAGEMENT	MID-MANAGEMENT	CONFIDENTIAL	CLERICAL/TECHNICAL (SEIU 521)	PUBLIC WORKS (OE3)	FIRE (IAFF L-1272)	POLICE (POA)	PUBLIC SAFETY MID-MANAGEMENT (PSMM)
BILINGUAL PAY	Level I Oral- \$75/mo Level I Written- \$250/m Level II - +\$100/month	Level I Oral- \$75/mo Level I Written- \$250/m Level II - +\$100/month	Level I Oral- \$75/mo Level I Written- \$250/m Level II - +\$100/month	Level I Oral- \$75/mo Level I Written- \$250/m Level II - +\$100/month	Level I Oral- \$75/mo Level I Written- \$250/m Level II - +\$100/month	5%	5%	5%
ADMINISTRATIVE LEAVE	88 hours annually	88 hours annually	N/A	N/A	N/A	N/A	N/A	Lieutenants – 80 hours annually
PERSONAL LEAVE	N/A	N/A	48 hours annually	N/A	N/A	N/A	N/A	N/A
TUITION REIMBURSEMENT	\$1,000 Annually	\$1,000 Annually	\$1,000 Annually	\$1,000 Annually	\$1,000 Annually	\$1,000 Annually	\$2,000 Annually	\$2,000 Annually
UNIFORM/BOOT ALLOWANCE	\$600/yr for Public Safety employees.	\$175/year Safety Boot Allowance  \$40/year for resoling of approved safety boots for Sanitation, \$30 year all others  Uniform-\$475/yr for covered employees	N/A	Field employees - \$150/yr Boots \$175/yr Safety Boots	\$475/yr for covered employees \$150/yr Boots \$175/yr Safety Boots \$40/yr for resoling of approved safety boots for SW, \$30 year all others	City provided uniforms per Appendix B of MOU	\$750/year	\$660/year
EDUCATIONAL INCENTIVE	5% for Police Captains completing POST Management certificate  2.5% for Assistant Police Chief for POST Executive Certificate	\$250/year Pesticide Advisor Certification.  Certification Pay- Varies by Class Certifications above required - \$50/mo. up to \$100/mo max	\$600/year BA/BS \$300/year AA/ASs	Certification Pay- Varies by Class  Certifications above required - \$50/mo. up to \$100/mo max	Certification Pay- Varies by Class Certifications above required - \$50/mo. up to \$100/mo max	3% - AA/BA 2% - EMT 3% - 10 Level I CFSTES Fire Courses  <b>MAXIMUM 8%</b>	2.5%mo – Int. POST/AA/AS 5%mo. - Adv POST/BA/BS -	<u>Sergeants</u> 2.5%mo - Adv POST 5%mo - BA/BS <u>Lieutenants</u> 5%/mo. - Mgmt POST
VACATION	1 year 12 days 2 years 13 days 3 years 14 days 4 years 15 days 5-10 years 16 days 11+ years 20 days	0-5 years 12 days/yr 6-12 years 16 days/yr 13+ 20 days/yr	0-5 yrs 12 days/yr 6-12 yrs 16 days/yr 13 + 20 days/yr	0-5 years 12 days/yr 6-12 years 16 days/yr 13+ 20 days/yr	0-5 years 12 days/yr 6-12 years 16 days/yr 13+ 20 days/yr	0-4 4 shifts/yr 5-9 6 shifts/yr 10-14 8 shifts/yr 15-19 10 shifts/yr 20+ 12 shifts/yr	0 - 5 10 days/yr 5 - 15 15 days/yr 15+ 20 days/yr	0-5 years 12 days/yr 6-12 years 16 days/yr 13+ 20 days/yr
LTD	City-paid	City-paid	City-paid	City-paid	N/A	N/A	N/A	N/A
HOLIDAYS	13	13	13	13	13	No Holiday Pay	13	13
SICK LEAVE	15 days/yr	15 days/year	15 days/year	15 days/year	15 days/year	15 hours/month	15 days/year	15 days/year
SOCIAL SECURITY	7.65%	7.65%	7.65%	7.65%	7.65%	1.45%	1.45%	1.45%
SDI	N/A	N/A	N/A	N/A	0.8% Employee-paid	N/A	N/A	N/A
TOOL ALLOWANCE	N/A	\$1000 Annually for Vehicle Mechanics	N/A	N/A	\$1000 Annually for Vehicle Mechanics	N/A	N/A	N/A
NOTARY	\$75/month	\$75/mo per Admin Rule	\$75/month	\$75/mo per Admin Rule	N/A	N/A	N/A	N/A

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OTHER	N/A		N/A	N/A	5%-Integrated Waste Worker Driver Pay - Tanker Truck  5%- Citation Differential - Street Sweeper	HazMat Tech - 5%  Engineers and Captains with Paramedic Certification may qualify for \$150/mo	Detective - 5% Master Officer - 5% FTO/Corporal - 5% Acting Sgt. - 5% Motorcycle - \$125/mo Canine - 3.5 hrs. OT week  Longevity pay-10 years as WPD sworn- 2% 20 years as WPD sworn-additional 1.5%	Sgt. Detective - 5%  Longevity pay-10 years as WPD sworn-2% 20 years as WPD sworn-additional 1.5%

**Disclaimer: This summary table is provided as a reference tool for employee benefits. Please see MOU for complete details:**

<http://cityofwatsonville.org/city-government/human-resources>