

Beginning of 15 th year of service (4%)	
EDUCATION INCENTIVE PAY Sworn & Communication Officers (only one): - AA degree (60 semester/90 quarter units) \$50 per month - Bachelor's Degree (120 semester/180 quarter units) \$100 per month	Jailers - AA degree (60 semester/90 quarter units) \$250 per month - Bachelor's Degree (120 semester/180 quarter units) \$350 per month
CERTIFICATE PAY Sworn Officers POST pay (only one) - POST Intermediate Certificate \$750 per month - POST Advanced Certificate \$850 per month Communications Officers POST pay (only one) - Communications Officers with POST Dispatcher Basic Certificate \$500 per month - Communications Officers with a POST Dispatcher Intermediate Certificate \$650 per month - Communications Officers with a POST Dispatcher Advanced Certificate \$750 per month Jailers STC pay - Completion of STC training \$400 per month	
BENEFITS	
FLEXIBLE BENEFIT PLAN The City shall contribute \$1,500 per month toward the Flexible Benefit Plan. - Employees hired on or before July 1, 2025, are eligible for cash-in-lieu-of benefits, capped at \$1,294 - Employees hired after July 1, 2025, are not eligible for cash-in-lieu-of-benefits ("café")	
MEDICAL PROVIDERS*	
KAISER Kaiser HMO 10 Kaiser HMO 25 Kaiser HDHP – HSA	ANTHEM BLUE CROSS Anthem HMO 20 - CA Care Anthem HMO Select Anthem PPO 750 Anthem HDHP 3300 – HSA
DENTAL Delta PPO Delta DHMO	VISION The Standard VSP The Standard EyeMed

LIFE INSURANCE Employee \$75,000 (with AD&D) Dependents \$10,000		LONG-TERM DISABILITY 66.66% of base pay after 60-day waiting period up to a maximum of \$8,000 per month.	
EMPLOYEE ASSISTANCE PROGRAM (EAP) Free work and life services and problem-solving support for employees and members of their household.		AMERICAN FIDELITY (Voluntary) Section 125 and Supplemental Insurances, FSA, and short-term disability plans.	
METLIFE LEGAL (Voluntary) \$21 per month Contact 800-821-6400 or Info.legalplans.com		PET INSURANCE (Voluntary) Prices vary depending on the age and type of animal. For a quote, contact 877-738-7874.	
LEAVES			
SICK LEAVE ACCRUAL 3.69 hours per pay period	HOLIDAYS/FLOATING 11 Fixed Holidays 40 Floating Holiday Hours	JURY DUTY 10 days paid	LEAVE CASH-OUT 40 hours of floating holiday and up to 40 hours of compensatory time each year.
VACATION ACCRUAL 1 st Year 96 hours Annually 2 nd – 13 th Year 120 Hours Annually 14 th Year+ 160 Hours Annually		COMPENSATORY LEAVE Non-exempt employees may accrue up to 120 hours of compensatory time off in lieu of cash for overtime worked.	
80-HOUR LONGEVITY LEAVE BONUS Received on the service anniversary date of 10 th , 15 th , 20 th , 25 th , 30 th , 35 th , etc., years of service.		BEREAVEMENT LEAVE 3 in-state, 5 out-of-state days per City Policy Additional 40 hours of sick leave conversion	
STATE/FEDERAL LEAVES FMLA/CFRA/PDL, Family School Partnership Leave, Child Suspension Leave, School Related Leave, Leave for Reproductive Loss, Crime Victim Leave, Military Leave, Voting Leave, Leave to Perform Emergency Duties/Attend Related Training.			
MISCELLANEOUS			
FIELD TRAINING OFFICER PAY		NON-SWORN TRAINING ASSIGNMENT PAY	