

CITY OF CATHEDRAL CITY

Summary Statement of Benefits

Cathedral City Police Management Association

CCPMA

Effective July 1, 2019 – June 30, 2022

Revised 6/2/21



MERIT INCREASE

5% merit increase may occur every 12 months until step 5 has been reached; thereafter, every 2 years for a total of 3 2-1/2 % increases.

LONGEVITY INCREASE

Tier 1	Hired on or after January 1, 2013 are not eligible for longevity provisions
7.5% at the beginning of the 15 th year of City employment, 5% at the beginning of the 20 th year, and 2.5% at the beginning of the 25 th year.	N/A

BILINGUAL PAY

- Sworn employees shall receive bilingual compensation of \$200 per pay period.
- Non-sworn shall receive bilingual compensation of \$90 per pay period.

Eligible employees must successfully complete an initial assessment and subsequent biannual assessments to receive such designation.

UNIFORM/EQUIPMENT ALLOWANCE

- Sergeants and Commanders shall be provided a standard \$140.00 per month uniform allowance for purchase, maintenance and replacement of uniforms and equipment.
- Dispatch Supervisors shall provide a standard \$90.00 per month uniform allowance.

SPECIAL ASSIGNMENT PAY (SERGEANTS)

- \$250 per pay period for the following approved special assignments:
 - Detective
 - Police Administrative Officer/Professional Standards
 - Police Liaison Premium/Homeless Liaison
 - Narcotics
 - Special Operations
 - PACT Team

CERTIFICATION AND EDUCATION INCENTIVES

Dispatch Supervisor	\$165 per pay period \$165 per pay period	POST Supervisor– P.O.S.T. approved civilian supervisory course BA or BS
Police Sergeant	\$250 per pay period \$250 per pay period	P.O.S.T. Supervisory Certificate BA or BS
Police Commanders	\$295 per pay period \$295 per pay period	P.O.S.T. Management Certificate Master’s Degree

MANAGEMENT INCENTIVE PAY

- 1.55 hrs. per pay-period for Police Commanders - not to exceed 40 hours per year.

WORK WEEK / PAYDAY

The work week begins at 12:01 A.M. Sunday and ends at Midnight the following Saturday. For payroll purposes, pay days are every other Tuesday. There are 26 pay periods per year.

VACATION LEAVE

Vacation Accrual	Hrs./Pay Period	Hrs./Year
Less than 2 years	3.69	96
2 – 5 years	4.62	120
6 – 9 years	5.54	144
10 – 14 years	6.46	168
15 +	8.31	216

SICK LEAVE

	Hrs./Pay Period	Hrs./Year
Sick Accrual	3.69	96

PAID HOLIDAYS

The City observes 12 paid holidays.

Police Sergeants and Commanders	Holiday-in-lieu pay in the amount of 5.75% of a Commander’s base rate of pay, and 6.0% of a Sergeant’s base rate of pay.
Non-sworn	Will be paid at total compensation of 2.5 times the employee’s regular rate of pay if worked – if not worked, employee will receive float hours
<i>Float: Employees shall be credited with two floating holiday hours (equivalent to their shift) with the first credited on January 1, the second credited on July 1.</i>	

CALL OUT PAY

- Police Commanders - weekend or after hours call out if the employee had been released from work on a normal business day.
- Dispatch Supervisors and Police Sergeants receive regular compensation for call-outs (including overtime, if applicable).

POLICE EMPLOYEE COURT APPEARANCE

Police Sergeant and/or Commander scheduled during non-duty hours shall be paid a minimum of 4 hours at his or her overtime rate.

COMPENSATORY TIME OFF

- Sworn employees may accumulate up to 120 hours of compensatory time (i.e., 80 hours of overtime at time and one-half).
- Non-sworn employees may accumulate up to 80 hours of compensatory time

GROUP LIFE / AD&D

The City provides employee group term life insurance coverage at one (2) times annual salary rate as well as Accidental Death and Dismemberment. Employees may purchase additional life insurance at the employee's expense.

LONG TERM DISABILITY INSURANCE

The City provides a salary continuation insurance plan for each full-time employee. Long Term Disability pays 60% of the employee's weekly salary after 180 days. Disability pay is coordinated with accrued sick leave and vacation to make up the employee's full salary whenever possible during the disability period.

DEFERRED COMPENSATION

The City offers a joint contribution 457b Deferred Compensation plan through two companies [ICMA Retirement Corporation](#) & [Pentegra](#) - City match is up to \$46.16 per pay period.

The ICMA-RC administered 401(a) Plan Advantage: Mandatory contribution \$150.00 per pay period – no City match.

EDUCATIONAL INCENTIVE

Employees may be reimbursed for educational assistance in an amount not to exceed \$4,000 in any one fiscal year with a lifetime total accumulation not to exceed \$8,000. Reimbursement shall be based upon the City reimbursing 80% of the reasonably incurred cost of education, including tuition, fees and books.

EMPLOYEE ASSISTANCE PROGRAM (MHN)

The EAP provides services for everyday life situations. Employees are entitled to 8 face-to-face session or telephonic or web video consultations for problem solving support per incident, per policy year. Information available in the [Employee Benefit Guide](#).

GROUP INSURANCE PLAN - HEALTH

Employees and their qualified dependents become eligible on the first day of the month following month of hire. To view a description of the health plans, please review the [Employee Benefit Guide](#).

The City offers a cafeteria-like plan. Employees may choose a health plan with a lower rate than that of the cap amount, and utilize the difference toward the purchase of dental, vision and/or short-term disability through the City. **Any balance due shall be deducted from the employee’s paycheck on a bi-weekly basis.** Any amount remaining stays with the City.

For PMA employees hired on or after August 1, 2019, the City will make a \$100 per month contribution to an employee Health Reimbursement Arrangement (HRA) and associated fixed dollar cost of administration. The contribution is for active employees only and shall cease when the employee leaves City employment.

2022 MEDICAL RATES					
REGION 3 RATES LISTED – LOS ANGELES/RIVERSIDE/SAN BERNARDINO COUNTIES					
. IF YOU RESIDE IN A DIFFERENT COUNTY SUCH AS SAN DIEGO/ORANGE/IMPERIAL, PLEASE CONTACT HR FOR THE APPROPRIATE RATES.					
REGION 3 CAPS/ALLOWANCES ARE USED FOR ALL REGIONS.					
Health Benefits	Plan	EE Only	EE+1	EE+2+	Selection
MONTHLY ALLOWANCE		\$ 930.00	\$ 1,800.00	\$ 2,300.00	
Anthem HMO Select	HMO	\$676.48	\$1,352.96	\$1,758.85	
Anthem HMO Traditional	HMO	\$935.57	\$1,871.14	\$2,432.48	
Blue Shield Access+	HMO	\$779.87	\$1,559.74	\$2,027.66	
Blue Shield Trio	HMO	\$668.13	\$1,336.26	\$1,737.14	
Health Net Salud y Mas	HMO	\$463.87	\$927.74	\$1,206.06	
Health Net SmartCare	HMO	\$764.96	\$1,529.92	\$1,988.90	
Kaiser Permanente	HMO	\$719.78	\$1,439.56	\$1,871.43	
PERS Platinum	PPO	\$863.37	\$1,726.74	\$2,244.76	
Pers Gold	PPO	\$575.56	\$1,151.12	\$1,496.46	
PORAC	PPO	\$775.00	\$1,475.00	\$1,894.00	
United Healthcare Alliance	HMO	\$771.85	\$1,543.70	\$2,006.81	
United Healthcare Harmony	HMO	\$714.28	\$1,428.56	\$1,857.13	
MetLife VSP Vision	PPO	\$8.45	\$18.86	\$18.86	
MetLife Dental	HMO	\$17.42	\$32.53	\$51.59	
MetLife Dental	PPO	\$40.32	\$77.26	\$129.02	

HEALTH WAIVER

Any eligible employee who provides the City with evidence of health insurance under a separate policy and requests to be omitted from the City’s coverage shall receive \$250 per month, as an “in lieu” payment. Employees may purchase dental, vision, short-term disability and other voluntary benefits as a payroll deduction.

CALPERS RETIREMENT PROGRAM

The California Public Employees' Retirement System (CalPERS) offers a defined benefit retirement plan. It provides benefits based on members' years of service, age, and final compensation. In addition, benefits are provided for disability, death, and payments to survivors or beneficiaries of eligible members. Once a member, you can register to get immediate access to CalPERS at: <http://www.calpers.ca.gov/mycalpers>

Member	Enroll Date	Formula	Member Rate
(FINAL DETERMINATION MADE BY CalPERS)			
Police "Classic"	3/10/1985	3%@55 1 yr. final comp	12% pre-tax member contribution w/ 7% EPMC reported as Special Compensation
Police PEPRA NEW	01/01/13	2.7%@57 3 yrs. final comp	13% pre-tax member contribution
Miscellaneous "Classic"	10/10/1982	2%@55 1 yr. final comp	9% pre-tax member contribution w/ 7% EPMC reported as Special Compensation
Miscellaneous Second Level	11/25/2012	2%@60 3 yr. final comp	
Miscellaneous PEPRA NEW	01/01/13	2%@62 3 yr. final comp	6.75% pre-tax member contribution

CalPERS has created a publication that contains valuable information for members who are requesting to purchase active duty military service credit prior to CalPERS membership, and/or military leave of absence service. The [Publication 15](#) is titled, *A Guide to Your CalPERS Military Service Credit Options*; available online through the CalPERS website.

GROUP HEALTH PLAN UPON RETIREMENT

LEVEL 1 HIRED PRIOR TO JANUARY 1, 2013	LEVEL 2 HIRED BETWEEN JANUARY 1, 2013 & JULY 30, 2020	HIRED ON OR AFTER AUGUST 1, 2020														
All such retired unit members shall be eligible for a City-paid contribution equivalent to the current amount provided to active unit members.	The City pays a portion based on the total completed years of service with CalPERS; Minimum 5 years with the City. STATE VESTING SCHEDULE:	The City will pay only the PEMHCA minimum towards retiree health benefits. The retiree will have access to HRA funds upon separation from employment.														
	<table border="1"> <tr> <td>5-10 Yrs.</td> <td>PEMHCA Minimum</td> </tr> <tr> <td>10 Yrs.</td> <td>50%</td> </tr> <tr> <td>11 Yrs.</td> <td>55%</td> </tr> <tr> <td>↓</td> <td>add 5% for each completed year</td> </tr> <tr> <td>>20</td> <td>100%</td> </tr> </table>	5-10 Yrs.	PEMHCA Minimum	10 Yrs.	50%	11 Yrs.	55%	↓	add 5% for each completed year	>20	100%	<table border="1"> <tr> <td colspan="2">PEMHCA Minimum</td> </tr> <tr> <td>2022</td> <td>\$149</td> </tr> </table>	PEMHCA Minimum		2022	\$149
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This is intended only to summarize key benefits, and is in no way meant to supersede, change or alter in any manner the employment rights and/or benefits of employees in the Unit. For additional information, please refer to the CCPMA Memorandum of Understanding. Copies of the Benefit Plan Booklet can be obtained on-line at www.cathedralcity.gov.