

CITY OF CATHEDRAL CITY

Summary Statement of Benefits

Cathedral City Police Officer Association (CCPOA)

Effective January 1, 2022 – December 31, 2024

SALARY INCREASE

- 3% Effective the first full pay period following January 1, 2023.
- 3% Effective the first full pay period following January 1, 2024
 - Employees hired in 2022 will receive \$15,000 one-time, non-persable bonus pay after successfully completing probation.

MERIT INCREASE

5% merit increase may occur every 12 months until step 6 has been reached: thereafter, every 2 years for a total of 2 additional 2.5% increases.

BILINGUAL PAY

\$225 per pay period. Eligible employees must successfully pass an initial assessment test to receive such compensation.

UNIFORM/EQUIPMENT ALLOWANCE

\$140.00 per month

STIPENDS (PER PAY PERIOD)

Canine Handler (Canine Officer/Animal Premium)	\$225
Field Training Officer (Training Premium)	\$225
Gang Officer (Gang Detail Assignment Premium)	\$225
Homeless Liaison (Police Liaison Premium)	\$225
Investigator, including Traffic Investigator, Narcotics, RAID, Auto Theft, Real Estate Task Force, Detective (Police Investigator Premium)	\$225
Motor Officer, when assigned to motor (Motorcycle Patrol Premium)	\$225
PACT Team (Police Liaison Premium)	\$225
School Resource Officer (Police Liaison Premium)	\$225

POST CERTIFICATION

Intermediate POST	5%
Advanced POST	5%

ON-CALL PAY

Employees who are assigned to be on on-call by their supervisor for seven (7) consecutive days shall be compensated for five (5) hours of straight time at the employees' regular rate of pay.

COURT APPEARANCE TIME

An employee scheduled to appear in Court during non-duty hours shall receive pay or CTO for a minimum of four (4) hours at the time and one-half for an appearance.

COURT ON-CALL/STANDBY	ADMIN PER SE.
Officers placed on call for court shall be paid hour-for-hour at the time and one-half rate for up to 7.5 hours.	Officers scheduled to appear, by person or by phone, for an Admin Per se Hearing during non-duty hours shall receive pay or CTO for a minimum of two (2) hours at time and one-half for an appearance.

VACATION LEAVE

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

SICK LEAVE

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

PAID /FLOATING HOLIDAYS

The City observes 11 paid holidays. The City shall pay the yearly allotment of holidays as additional pay each pay period.

Employees shall also be credited with one (1) Floating Holidays each year on January 1. Employees will have the option of using these hours throughout the year or cashing out all hours by July 1 of each year.

GROUP LIFE / AD&D

The City provides employee group term life insurance coverage at \$150,000 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.

DEFERRED COMPENSATION

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

EDUCATIONAL INCENTIVE

\$4,000 in any one calendar 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.

GROUP INSURANCE PLAN – (Active Employees)

Employees and their qualified dependents become eligible on the first day of the month following month of hire.

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.

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		\$ 950.00	\$ 1,850.00	\$ 2,400.00	
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	

GROUP HEALTH PLAN UPON RETIREMENT

HIRED ON OR AFTER JULY 1, 2020

The City will pay only the PEMHCA minimum towards retiree health benefits. The retiree will have access to HRA funds upon separation from employment.

HRA Funds: The city will make a \$100 per month contribution

PEMHCA Minimum	
2022	\$149

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	9% pre-tax member contribution
Police PEPRA NEW	01/01/13	2.7%@57 3 yrs. final comp	13% pre-tax member contribution

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 CCPOA Memorandum of Understanding. Copies of the Benefit Plan Booklet can be obtained on-line at www.joincathedralcity.org.

