



CITY OF RIALTO BENEFITS SUMMARY

RIALTO POLICE BENEFIT ASSOCIATION - MANAGEMENT (RPBA-M) EFFECTIVE JULY 1, 2020

The following is a general outline of employee compensation and benefits for employees associated with the Rialto Police Benefit Association – Management Group. For a complete explanation of benefits, benefit eligibility and restrictions please refer to the Rialto Police Benefit Association (RPBA) Memorandum of Understanding (MOU).

COMPENSATION

Salary:

Established by City Council via the City of Rialto Classification and Compensation Plan.

Salary Range:

Salary ranges consist of seven (7) steps.

Salary Adjustments:

Salary adjustments established by City Council via agreement with Association Terms and Employment Conditions:

- Cost of Living Adjustment: July 1, 2019; the City will increase represented employees' base salary by 3% effective the first pay period following City Council approval, which will be reflected in the Classification Compensation Salary Table.
- Cost of Living Adjustment: July 1, 2020; the City will increase represented employees' base salary by 3% effective the first pay period including July 1, 2020. Adjustment changes will be reflected in the Classification and Compensation Table.

Salary Progression:

Based on the City Policy and Procedures, employees shall be paid in accordance with the Classification and Compensation Plan. Step advancement may take place after six (6) months if hired at step 1 or 2. Otherwise, advancement is typically following twelve (12) months of satisfactory service. Upon promotion, an initial step advancement may occur after six (6) months or placement amongst steps 1 or 2 of the salary table.

Bilingual Pay:

Employees certified by the City as bilingual or a sign linguist and required to utilize their abilities as part of their regular duties shall be compensated at the rate of fifty dollars (\$50.00) per pay period.

Specialty Pay:

Employees assigned to oversee/supervise one or more of the following assignments shall be compensated at a total rate of three percent (3%) of his/her base salary during the term s/he is assigned:

Detective	Gangs/Street Crime Attack Team	Internal Affairs
K-9 (Canine Officer)	Narcotics	Personnel & Training
Special Weapons Attack	Traffic	Field Training Officer

Education and Certification Incentive Pay:

- A. Associates of Arts Degree: An employee who has attained an Associate of Arts or Science degree from an accredited college shall receive an additional three percent (3%) of his/her regular base salary.
- B. Bachelor of Arts Degree: An employee who has attained a Bachelor of Arts or Science degree from an accredited college shall receive an additional five percent (5%) of his/her regular base salary.
- C. Masters of Arts Degree or Equivalent (JD/PHD): An employee who has attained a Masters of Arts or Science degree (or equivalent – including JD and/or PHD) from an accredited college shall receive an additional seven and one-half percent (7.5%) of his/her regular base salary.

Tuition Reimbursement:

Up to two thousand five hundred dollars (\$2,500 per fiscal year of expenses for tuition by employees).

Professional Certificate Incentive:

- A. 5.5% Intermediate Incentive: A sworn employee who has attained the POST Intermediate Certificate is eligible for five and one-half percent (5.5%) increase in base salary.
- B. 5.5 Non-Sworn Incentive: A non-sworn employee who is in the position of: (1) Emergency Dispatch Supervisor and has attained a POST Intermediate Certificate for the position is eligible for a five and one-half percent (5.5%) increase in base salary; (2) Police Records Supervisor and has attained a POST Records Supervisor Certificate is eligible for a five and one-half percent (5.5%) increase in base salary.
- C. 11% Advanced Incentive: A sworn employee who has attained the POST Advanced Certificate is eligible for an eleven percent (11%) increase in base salary.
- D. 10% Non-Sworn Incentive: An Emergency Dispatch Supervisor who has attained a POST Advanced Certificate for the position is eligible for a ten percent (10%) increase in base salary. Effective July 1, 2019, a Records Supervisor who has attained a POST Records Supervisor Certificate for the position is eligible for a ten percent (10%) increase in salary.
- E. 13.5% Supervisory Incentive: Non-sworn positions eligible for this incentive include the following titles: Emergency Dispatch Supervisor, Police Records Supervisor, and Crime Analyst Supervisor. Incentives are subject to the discretion and approval from the Chief of Police whose decision is final and not subject to grievance. A sworn employee who has attained the POST Supervisory Certificate is eligible for a thirteen and one-half percent (13.5%) increase in base salary. (Certificate completion is defined as having completed and satisfied a combination of education and training equivalent to that which is required of a sworn member within this bargaining unit in order to achieve the POST Supervisory Certificate).

- F. 16% Management Incentive: A sworn employee has attained the POST Management Certificate is eligible for a sixteen percent (16%) increase in base salary.
- G. 5% Incentive for Crime Analyst Supervisor: A non-sworn employee who is in the position of Crime Analyst Supervisor and has attained a Department of Justice Crime Analyst Certificate is eligible for a five and one-half percent (5.5%) increase in base salary. A Crime Analyst Supervisor who has completed the initial probationary period, attained and successfully maintains an IACA Certificate is eligible for another four and one-half percent 4.5% increase in base salary. These increases are cumulative.

Longevity Pay:

- A. Employees with five (5) to nine (9) years of public fire service and/or City service will receive longevity pay equal to three (3%) of their base salary. Employees with ten (10) or more years of public service and/or City service will receive longevity pay equal to six (6%) of their base salary.
- B. Effective upon City council approval, the following will clarify that Longevity Pay for “City Service is subject to actual City service after a minimum of five years of working with the City. “City Service” Longevity Pay shall be reported as pensionable compensation.
- C. Employees whom have cumulative CalPERS “public fire experience” shall continue to receive longevity pay as stated in section A. of this Article. However, such fire service experience pay shall not be subject to pensionable compensation pursuant to Title 2, Section 571 of the California Code of Regulations. Employees are responsible for notifying the City of all CalPERS fire service time. Notification of all CalPERS service shall be submitted to Human Resources/Risk Management Department or the Fire Chief within 90 days of being hired and within 90 days of meeting the longevity requirements. The effective date of payment shall be the first full pay period following submittal of proof of the Human Resources Department or Fire Chief.

To the extent applicable and permitted by law, this pay shall be reportable to CalPERS as special compensation special compensation or pensionable compensation pursuant to Title 2, Sections 571 and 571.1 of the California Code of Regulations.

BENEFITS

Cafeteria Plan Allotment:

Employees have the choice of applying Cafeteria Plan dollars to purchase health, vision, and dental benefits provided through City plans. The City’s contribution to the Cafeteria Plan for each employee of the Bargaining Unit will be one thousand, four hundred dollars per month to go towards the employee’s contributions for health vision, and dental insurance premiums. (January 1 – December 31, 2020 = Sworn will receive \$1,400.00 per month / Non-sworn #1,300.00 per month).

Medical Insurance:

Plan Year 2020 (LA, San Bernardino, Ventura Region Rates)	<u>Employee Only</u>		<u>Employee +1</u>		<u>Employee + Family</u>	
	<u>Monthly</u>	<u>Semi-Monthly</u>	<u>Monthly</u>	<u>Semi-Monthly</u>	<u>Monthly</u>	<u>Semi-Monthly</u>
Anthem HMO Select	\$619.93	\$309.97	\$1,239.86	\$619.93	\$1,611.82	\$805.91
Anthem HMO Traditional	\$902.63	\$451.32	\$1,805.26	\$902.63	\$2,346.84	\$1,173.42
Blue Shield Access+	\$813.17	\$406.59	\$1,626.34	\$813.17	\$2,114.24	\$1,057.12
Blue Shield Trio	\$624.93	\$312.47	\$1,249.86	\$624.93	\$1,624.82	\$812.41
Health Net Salud Y Mas HMO	\$392.31	\$196.16	\$784.62	\$392.31	\$1,020.01	\$510.01
Health Net SmartCare HMO	\$648.42	\$324.21	\$1,296.84	\$648.42	\$1,685.89	\$842.95
Kaiser Permanente HMO	\$664.39	\$332.20	\$1,328.78	\$664.39	\$1,727.41	\$863.71
PERS Choice PPO	\$710.29	\$355.15	\$1,420.58	\$710.29	\$1,846.75	\$923.38
PERS Select PPO	\$435.74	\$217.87	\$871.48	\$435.74	\$1,132.92	\$566.46
PERS Care PPO	\$931.12	\$465.56	\$1,862.24	\$931.12	\$2,420.91	\$1,210.46
United Healthcare HMO	\$668.31	\$334.16	\$1,336.62	\$668.31	\$1,737.61	\$868.81

Cafeteria Plan – Opt Out Provision:

Current employees may opt to a maximum of \$1,250.00 per month which is not utilized to purchase any of the benefits through the City. An employee must provide the City with written notice/waiver of paid health insurance payments for which the employee is eligible. Then the employee shall receive any unused amount of the City’s contribution to the Cafeteria Plan as taxable cash or have said amount placed into a deferred compensation plan.

Effective June 12, 2018; any newly hired employees shall be limited to a one hundred dollar (\$100.00) twice per month (24 times per year) opt out allowance for not using City medical insurance.

Employees declining medical insurance coverage through City sponsored plans must file proof of alternative medical insurance coverage with the Human Resources/Risk Management Department.

Retiree Medical Insurance: Retirees are not eligible for the Cafeteria Plan. Retirees, however, shall retain all current PERS health benefits. The City shall provide retiring employees the same PERS health insurance options provided to active employees. The City shall not reimburse Medicare premiums for employees or retirees. Retirees and dependents must meet the definition of “annuitants” as defined by PERS.

The City shall contribute to the retired employee’s plan according to the following schedule:

Covered Unit:	Contribution:
Employee Only	\$279.25 / Month
Employee +1	\$558.49 / Month
Employee +2 or More	\$726.04 / Month

Dental Insurance: Employees may utilize their Cafeteria Plan provision to cover the costs associated with Dental Insurance.

Delta Dental Plan	Employee Only		Employee +1		Employee + Family	
Health Insurance Plan Name	<u>Monthly</u>	<u>Semi-Monthly</u>	<u>Monthly</u>	<u>Semi-Monthly</u>	<u>Monthly</u>	<u>Semi-Monthly</u>
Liberty Dental – DHMO	\$15.04	\$7.52	\$27.08	\$13.54	\$39.11	\$19.56
Delta Dental - (DPPO)	\$46.54	\$23.27	\$90.75	\$45.38	\$137.28	\$68.64

Vision Insurance: Employees may utilize their Cafeteria Plan provision to cover the costs associated with Vision Care Insurance.

EyeMed Vision Plan	Employee Only		Employee +1		Employee + Family	
	<u>Monthly</u>	<u>Semi-Monthly</u>	<u>Monthly</u>	<u>Semi-Monthly</u>	<u>Monthly</u>	<u>Semi-Monthly</u>
Plan Options	\$9.44	\$4.72	\$17.60	\$8.80	\$26.00	\$13.00

Life Insurance: The City will pay the cost of employee and dependent life insurance coverage at the following base levels:

Covered Unit	Coverage Amount:
Employee	\$150,000
Spouse	\$10,000
Registered Domestic Partner	\$10,000
Children	\$5,000

Long Term Disability: The City will pay one hundred percent (100%) of the premium for long-term disability insurance, based on the insurance plan in place as of January 1, 2016, for employees in the Unit.

Flexible Spending Account (FSA): Employee paid through pre-tax payroll deductions, subject to IRS annual limits.

Deferred Compensation: All Bargaining Unit employees receive seven hundred fifty dollars (\$750.00) per month in deferred compensation.

Employees will have access to the 401A, Money Purchase Pension Plan and Trust, subject to City Council modification of the plan as authorized by federal and state laws.

Health Insurance Savings Trust: During the term of this MOU, the parties agree to continue to meet and confer on the development, design, and implementation of a Health Insurance Savings Program.

Employee Assistance Program (EAP): Offers limited free and confidential counseling and referral services to employees related to work, personal, and life issues.

LEAVES

Holidays:

The City recognizes the following holidays per calendar year:

New Year's Day – January 1st

Martin Luther King Jr., Birthday – 3rd Monday in January

President's Day – 3rd Monday in February

Cesar Chavez Day – March 31st

Memorial Day – last Monday in May

Independence Day – July 4th

Labor Day – 1st Monday in September

Veteran's Day – November 11th

Thanksgiving Day – 4th Thursday in November

Friday after Thanksgiving – 4th Friday in November (effective August 11, 2020)

Christmas Eve – December 24th

Christmas Day – December 25th

Vacation Leave:

Years of Service	Annual Accrual
0 – 1 Year	80 hours maximum per year upon completion of 365 Days / 2080 Hours
1 – 4 Years	6.00 Hours / pay period for 40-Hour per week employees and 8.40 for shift employees
5 – 10 Years	7.50 Hours / pay period for 40 Hour per week employees and 10.50 for shift employees
11 – 16 Years	9.50 Hours / pay period for 40 Hour per week employees and 13.30 for shift employees
17 + Years	10.50 Hours / pay period for 40 Hour per week employees and 14.70 for shift employees

Employees shall be eligible to cash out up to one hundred eighty (180) hours of vacation per fiscal year. The cash-out of leave will be at the employee's base salary rate at the time of cash out.

Sick Leave: Sick leave is accumulated at the bi-weekly rate of 4.62 hours. This is equivalent to 120 hours per year. Time is charged against the employee's sick leave account on an hour-for-hour basis to the nearest quarter hour. There is no maximum accrual balance on this benefit.

Administrative Leave: Employee's will be credited with one hundred twenty (120) hours of administrative leave on July 1 of each fiscal year. Hours must be used by June 30th of the following year. Administrative leave hours will be pro-rated and credited based on an employee's entrance (onboarding) into the unit.

Bereavement Leave: Any eligible employee who is absent from work by reason of death in the immediate family may be allowed a leave of absence with full pay. Such leave shall not exceed a total of five (5) cumulative working days (50 hours) in any fiscal year. Such leave shall not be deducted from the employee's sick leave. Such leave must be approved in advance and will be

granted only in accordance with existing policies and practices. Immediate family includes spouse, registered domestic partner (so long as required by California law), (step-) father, (step-) mother, (step-) brother, (step-) sister, (step-) children, (step-) grandparents, mother-in-law, father-in-law, brother-in-law, and sister in-law of the employee. A maximum of three (3) cumulative days may be taken for leaves to attend funerals in the state, while a maximum of five (5) cumulative days (to a maximum of fifty hours) may be taken for leaves to attend out-of-state services.

Military Leave: In accordance with the Military Leave and Veterans Code, Section 395, any public employee who is a member of the reserve corps of the U.S. or National Guard, or the Naval Militia shall be entitled to temporary leave of absences as provided by federal law while engaged in active military duty (including training, encampment, naval cruises, special exercises, or like activity) providing that the period of ordered duty does not exceed 180 calendar days.

RETIREMENT

California Public Employees' Retirement System (CalPERS):

Tier 1 ("Classic" Members): 3.0% at 50 formula with widow's one-half continuance.

Tier 2 ("New" Members/PEPRA): 2.7% at 57 formula.

As required by law, new members, as defined above, shall be required to pay fifty percent (50%) of the expected normal cost rate for their benefits. (This amount is thirteen percent (13%) of reportable compensation as of January 1, 2013). Consistent with the agreement between the City and PERS setting forth the Employee Cost sharing terms set forth herein, bargaining unit members who are not new members will pay twelve percent (12%) of their salary towards the employer's share of PERS contribution effective the pay period that includes July 1, 2013. The City will continue to pay the Employer Paid Member Contribution which is currently nine percent (9%) pursuant to Government Code Section 20691.

Members agree to contribute the additional 3% cost sharing amount above the previously agreed upon 9%, (for a total of 12%) as pretax salary reduction until such time as contract amendment with CalPERS can be processed.

All contributions made by employees described in the previous section above shall be in accordance with IRS Code Section 414(h)(2) (or any subsequent amendments to said IRS code section), whereby employee contributions described above shall be tax deferred (not subject to taxation until time of constructive receipt).

Level 4 Survivor Benefit. The employee shall continue to pay his/her share of the monthly cost for this benefit for fire safety employees.

EPMC: Employer Paid Member Contributions (EPMC) – The City will add the EPMC benefit effective January 1, 2010. For any employee retiring after January 1, 2010, the City will report as "compensation" for retirement purposes the Employer Paid Member Contribution of 9%.

ADDITIONAL BENEFITS

Uniform Allowance: The below listed classifications shall receive a uniform allowance as follows:

Police Sergeants	\$1,600.00	Police Lieutenants	\$1,600.00
Police Captains	\$1,600.00	Records Supervisor	\$800.00
Emergency Dispatch Supervisors	\$800.00		

NOTES
