

**POLICE ASSOCIATION
(OFFICERS AND SERGEANTS)
2011 Benefit Summary**

Retirement: 3% @ 50 single highest year.

Medical Insurance: \$1177.38/mo. for employee and dependents' medical insurance under PERS. Cost of Employee Assistance Program (\$9.14) deducted from \$1177.38.

Optical/Dental/Life/AD&D: \$135/month. Employee & eligible dependents may be covered for optical and dental. \$10,000 term life policy provided by City; employee can purchase additional self and dependent coverage at group rates. AD&D insurance policies provided for employees.

Flex Plan: Section 125 Plan, allows for payment of employee paid insurance medical treatment, and dependent care expenses with pre-tax dollars.

Holidays: Paid 120 hours per year in lieu of holidays

Vacation Leave: 96 hours (1-5 yrs); 120 hours (6-10 yrs); 144 hours (11-15 yrs); 176 hours (16 yrs); 192 hours (17 years); increasing 8 hours each year thereafter until a maximum of 256 hours for 25 years is reached. **Hired prior to 7/1/94:** 96 hours (1-7 years); 136 hours (7-14 years); 176 hours (14-16 years); 192 hours (17 years), increasing 8 hours each year thereafter until a maximum of 256 hours for 25 years is reached.

Sick Leave: Eight (8) hours per month. Partial payment for accrual over 1056 hours and percentage of unused leave paid upon retirement or separation.

Bereavement Leave: Three (3) days [or 40 hours when travel beyond 500 miles is required] per qualifying incident.

Tuition Reimbursement: 100% of cost of tuition and books at UCLA/UCI rates, whichever is higher, for undergraduate or graduate courses.

<u>Longevity Pay:</u>	5 years	Officers \$778.83	Sergeants \$933.62
	10 years	Officers \$974.89	Sergeants \$1199.47
	15 years	Officers \$1135.46	Sergeants \$1419.99
	20 years	Officers \$1353.62	Sergeants \$1614.78
	30 years	Officers \$1926.77	Sergeants \$2447.55

Educational Incentive Pay: Depending upon level of education, position held and step within range, may receive pay from \$270.39 to \$1622.85.

<u>Certification Pay:</u>	FTO/SPA/K-9	Officer \$425.84	
	Motor	Officer \$511.01	Sergeants \$640.19
	Bilingual	Officer \$283.90	Sergeants \$355.66

Other: \$715/annual uniform maintenance allowance.

Voluntary participation in Credit Union.

Deferred Compensation Program (457).

Payroll Direct Deposit.

Up to \$4,000 interest free computer loan.