

CITY OF CONCORD COMPENSATION MATRIX

EMPLOYEE UNIT:	CITY COUNCIL MAYOR VICE MAYOR COUNCILMEMBERS (3)	CITY MANAGER	CITY ATTORNEY	EXECUTIVES AND MANAGERS	CONFIDENTIAL EMPLOYEE GROUP	POLICE MANAGEMENT ASSOCIATION	POLICE OFFICERS ASSOCIATION	LOCAL 29 (OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION)	LOCAL 856 TEAMSTERS ADMIN, TECHNICAL, & CLERICAL AND FIELD & OPERATIONS UNITS
Contract Date:	4-year Terms	Effective 4/9/13	Effective 4/14/16			7/1/19 – 6/30/23	7/1/19 – 6/30/23	7/1/2021 - 6/30/2023	7/1/21 – 6/30/2023
Compensation Plans									
Most Recent COLA	12/9/08	1% - 11/15/2021	3% - 7/1/2021	2% - 11/15/2021	3% - 11/15/2021	1% - 7/13/2021 (revised see SCA)	1% 7/13/2021 (revised see SCA)	3% - 11/15/2021	3% - 11/15/2021
Next COLA	N/A	2% - July 2022	3% - July 2022	2% - July 2022	3% - July 2022	2% - July 2022	2% - July 2022	3% - July 2022	3% July 2022
Previous COLA	N/A	3% July 2021 1% - 7/1/2019 3% - 7/2/2018 4.5% - 7/1/2017 (not compounded) 4% - 11/1/16 2.6% - 9/29/14	3% 7/1/2019 3% - 7/2/2018 3% - 7/3/2017 8.5% - 7/4/16 2.6% - 9/29/14	3% - 7/1/2019 3% - 7/2/2018 3% - 7/3/2017 8.5% - 7/4/16 2.6% - 9/29/14 2.54% - 7/8/13	3% - 7/1/2019 3% - 7/2/2018 3% - 7/3/2017 8.5% - 7/4/16 2.6% - 9/29/14 2.54% - 7/8/13 3% - 10/6/08 3.5% - 10/8/07	2% 7/13/2020 3% - 7/1/2019 3% - 7/2/2018 3% - 7/3/2017 5.5% - 8/1/16 3.5% - 7/7/14 2.5% - 1/2011 2.5% - 7/2010	2% - 7/13/2020 4% - 7/1/2019 3% - 7/2/2018 3% - 7/3/2017 8.5% - 8/1/16 5.5% - 7/7/14 2.5% - 1/2011 2.5% (Officers) 7/2010 3.5% (Sergeants) 7/2010	3% - 7/13/2020 3% - 7/1/2019 3% - 7/2/2018 3% - 7/3/2017 8.5% - 7/18/16 2.6% - 9/29/14 2.54% - 7/8/13 2% partial step increase on anniversary date – FY 13/14 3.05% less .224% for health cost sharing - 7/14/08	3% - 7/13/2020 3% - 7/1/2019 3% - 7/2/2018 3% - 7/3/2017 8.5% - 7/4/16 2.5% - 11/24/14 2.54% - 7/8/13 3% partial step increase – 7/8/13 2% partial step increase on anniversary date – FY13/14 3.05% less .378% for health cost sharing – 7/14/08

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One-Time Equity Adjustment Effective 11/15/2021	N/A	N/A	NA	NA	NA			NA	Adjustments will be made to the following benchmark classifications: 5% - Account Clerk II 5% - Community Services Officer 5% - Maintenance Worker II 2% - Landscape Gardener.
Merit Based Compensation System	N/A	At the discretion of the City Council	At the discretion of the City Council	N/A	N/A	N/A	N/A	N/A	N/A
PERS Plan Tier II - Nov 29, 2010 Pension Reform - Jan 2013*	Tier I: 2.5%@55 Tier II: 2%@55 Reform: 2%@62 <small>Applicable only if elected/appointed before 11/1/2014</small>	Tier I: 2.5%@55	Tier II: 2%@55	Tier I: 2.5%@55 Tier II: 2%@55 Reform: 2%@62 or 2.7%@57 (Chief)	Tier I: 2.5%@55 Tier II: 2%@55 Reform: 2%@62	Tier I: 3%@50 Reform: 2.7%@57	Tier I: 3%@50 Reform: 2.7%@57	Tier I: 2.5%@55 Tier II: 2%@55 Reform: 2%@62	Tier I: 2.5%@55 Tier II: 2%@55 Reform: 2%@62

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PERS City Contribution FY 21/22 Unfunded Actuarial Liability ¹ (UAL) is only applicable to Classic, not PEPR, employees	42.53% Comprised of: 10.58% - Normal Cost 31.95% - UAL Applicable only if elected/appointed before 11/1/2014	42.53% Comprised of: 10.58% - Normal Cost 31.95% - UAL	42.53% Comprised of: 10.58% - Normal Cost 31.95% - UAL	42.53% Comprised of: 10.58% - Normal Cost 31.95% - UAL Chief of Police: 58.4% Comprised of: 20.20% Normal Cost 38.19% UAL	42.53% Comprised of: 10.58% - Normal Cost 31.95% - UAL	58.4% Comprised of: 20.20% Normal Cost 38.19% UAL (less 2% cost sharing of the employer rate – Classic employees)	58.4% Comprised of: 20.20% Normal Cost 38.19% UAL (less 2% cost sharing of the employer rate – Classic employees)	42.53% Comprised of: 10.58% - Normal Cost 31.95% - UAL	42.53% Comprised of: 10.58% - Normal Cost 31.95% - UAL
¹ – Beginning with FY 17-18, Unfunded Actuarial Liability (UAL) is expressed as a flat dollar amount the City is required to contribute annually regardless of the amount of payroll. For this comparison, the flat dollar amount has been converted to a % of payroll consistent with prior year presentations.									
PERS Employee-paid Member Contribution	Tier I: EE pays 8% Tier II: EE pays 7% Individual Councilmembers may elect to waive CalPERS membership	Tier I: EE pays 8%	Tier II: EE pays 7%	Tier I: EE pays 8% Tier II: EE pays 7% Reform: EE pays 50% of normal costs, currently 6.75%	Tier I: EE pays 8% Tier II: EE pays 7% Reform: EE pays 50% of normal costs, currently 6.75%	Reform 7/2020: EE pays 11% Reform 2/2022: EE pays 12% Tier I: EE pays 9% + 2% cost-sharing Reform: EE pays 50% of normal costs, currently 11.75%	Reform 7/2020: EE pays 11% Reform 2/2022: EE pays 12% Tier I: EE pays 9% + 2% cost-sharing Reform: EE pays 50% of normal costs, currently 11.75%	Tier I: EE pays 8% Tier II: EE pays 7% Reform: EE pays 50% of normal costs, currently 6.75%	Tier I: EE pays 8% Tier II: EE pays 7% Reform: EE pays 50% of normal costs, currently 6.75%
Social Security (applies to all)	Tax Rate - 6.2% Annual Max Taxable Earnings - \$142,800 (effective 1/1/2021)								

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Deferred Compensation 401(k) or 457 Plan	N/A	\$15,000 City-paid annually to a 457 plan	Employee-paid optional program	Employee-paid optional program	Employee-paid optional program	Employee-paid optional program	Employee-paid optional program	Employee-paid optional program	Employee-paid optional program
City-paid 401(k) Plan	N/A	3% 401(k) + \$2,000 annually			2% 401(k) + \$1,000 401(k) annually	Currently suspended 3% 401(k) + \$2,000 annually	N/A	N/A	N/A
City-paid Flexible Benefit	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Tuition Reimbursement (including materials)	N/A	No limit on reimbursement for public institution \$1,500 fiscally – private institution							No limit on reimbursement for public institution \$600 annually – private institution
Employee Unit Dues	N/A	N/A	N/A	N/A	N/A	Senate Bill 866 (Janus)			
Cell Phone Stipend	N/A	Up to \$120/month plus \$100 every 2 years for equipment replacement							
Car Allowance	N/A	N/A	N/A	Vehicle provided for Chief of Police only	N/A	N/A	N/A	N/A	N/A

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Uniform Allowance (annual)	N/A	N/A	N/A	Chief of Police: \$1,400 <i>In accordance w/ PMA</i>	N/A	\$1,400	\$1,400	\$350 annual clothing allowance for Building Inspection Supervisors, Construction Inspection Supervisors, and Public Works Supervisors	\$240 annual stipend for work pants (reference MOU for applicable classes) \$350 annual clothing allowance for Building & Construction Inspectors \$750 annual clothing allowance for CSO, Code Enforcement Officer, and Forensic Specialist (I/II/Lead)
Shoe Allowance	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$300 annual reimbursement for safety boots (to be worn by all field employees)	\$300 annual reimbursement for safety boots (to be worn by all field employees)
Training Pay	N/A	N/A	N/A	N/A	N/A	2.5% pay for the program year (Aug-July) while enrolled in 6 sem. or 9 qtr. units OR 100 hrs of specialized off-duty instruction or research project w/ Chief approval. (Police Professionalization Program)		N/A	5% Communications Training Officer (CTO) Training Pay – Lead Dispatchers & Dispatcher II’s (eff 3/14/16)

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Bilingual Pay	N/A	N/A	N/A	N/A	\$1,440.00/year (divided over 52 weeks)	N/A	\$3,000.00/year (divided over 52 weeks)	\$1,440.00/year (divided over 52 weeks)	\$1,400.00/year (divided over 52 weeks)
Educational Incentive Pay	N/A	N/A	N/A	N/A	N/A	See Police Professionalization Program (PPP)	See Police Professionalization Program (PPP)	1% pay bonus for 2-3 CEU's or = hrs. 3% pay bonus for 4-6 CEU's or = hrs. 5% pay bonus for 7+ CEU's or = hrs. Calculated on prior year gross wages.	N/A
Field Training Officer Pay	N/A	N/A	N/A	N/A	N/A	N/A	5% differential applied to the top step of the range (not including PPP or MPO/MPS). Not paid for non-work time (holidays, sick, vacation, etc.)	N/A	N/A

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Police Professionalization Pay (PPP)	N/A	N/A	N/A	N/A	N/A	2.5% - 10% in base pay for applicable degree, training pay, & educational incentive.	2.5% - 10% in base pay for applicable degree, training pay, & POST certification.	N/A	N/A
Essential Worker Recognition Pay Effective 12/31/21	N/A	One-time lump sum of \$2,000							
Sworn, Front Line, First Responder Recognition Pay Effective 12/31/21	N/A	N/A	N/A	N/A	N/A	N/A	One-time lump sum of \$1,400	N/A	N/A

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Duty Differential Pay	N/A	N/A	N/A	N/A	N/A	N/A	5% over base. Applies only to hrs worked when regularly assigned. Duties: FTO; Squad Leader; 2 nd in Command of Patrol Squad; Acting as Sergeant; Directing & Training Functions	N/A	5% - Maintenance Worker I and II (see MOU for eligibility) 5% - Lead Equip. Mechanic; 5-10% - Operating heavy trucks or equip. when not in job class; 10% - High climbing\$16.00/hr. – Matron Duty. Paid over base pay. Applies only to hrs worked. Does not include holidays, vacation, etc.
Certification Pay	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$120/mo for Latent Print Examiner Cert.

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Shift Differential Pay	N/A	N/A	N/A	N/A	N/A	N/A	3% - Swing 2 (12.5 hr shifts) 5% - Swing 8% - Graveyard	N/A	Night shift – \$1.60/hr. all classes except \$1.80/hr. for Dispatcher II, Lead Dispatcher & Forensic Spec. II Graveyard – in addition to applicable night shift pay, an additional \$.20/hour
Call Back Pay	N/A	N/A	N/A	N/A	N/A	N/A	After workday - Min. 3 hours OT or comp time On Holiday or day off – Min. 4 hours OT or comp time	N/A	After workday or on scheduled day off – Min. 2 hours OT or comp time

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Specialty Pay	N/A	N/A	N/A	N/A	N/A	N/A	5% - Corporal Pay 5% - Longevity Pay \$509.50/mo. - K9 3% - SWAT 3% - 1 st Technical 5% - 2 nd Technical (Detectives, Traffic, PIO, DARE, School Resource Officer, SET, Foot Patrol, Downtown Beat, and CSI) Paid for non-work time (holidays, sick, vacation, etc.)	N/A	N/A
Master Police Officer / Sergeant Pay (MPO/MPS)	N/A	N/A	N/A	N/A	N/A	N/A	10% - Officer 5% - Sergeant 1 10% - Sergeant 2 In base pay. Paid for non-work time (holidays, sick, vacation, etc.)	N/A	N/A

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Stand By Pay	N/A	N/A	N/A	N/A	N/A	N/A	\$200/week	N/A	Public Works Employees: \$45.00/day – Weekends & Holidays \$35.00/night – weeknights Police Department Employees: \$20.00/night
Court Appearance Pay	N/A	N/A	N/A	N/A	N/A	Weekday – OT rate, minimum 3 hours. Weekend – OT rate, min 4 hours. When cancelled < 6 hrs notice, OT rate, min 3 hours. See contract for multi appearances.	OT rate, minimum 4 hours. When cancelled < 6 hrs notice, OT rate, min 3 hours. See contract for multi appearances.	N/A	OT rate, minimum 2 hours. When cancelled < 6 hrs notice, OT rate, min 2 hours.

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HEALTH PLANS

<p>Medical Plan <i>Effective 1/1/2021</i></p>	<p>Maximum City Contribution <i>Single=\$722.19/mo.</i> <i>2-Party=\$1,444.39/mo.</i> <i>Family=\$1,877.72/mo.</i></p> <p><i>(The City currently pays up to a portion of the Kaiser premium rate. Other carriers are available at less or additional cost to the employee)</i></p> <p>Employee contribution to Kaiser Plan: Single=\$91.45/mo. 2-Party=\$182.89/mo. Family=\$237.74/mo.</p> <p>EE & City split (75/25) annual adjustments to health plan premium rates.</p>
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Contract Date:	4-year Terms	Effective 4/9/13	Effective 4/14/16			7/1/19 – 6/30/23	7/1/19 – 6/30/23	7/1/2021 - 6/30/2023	7/1/21 – 6/30/2023
Cash-in-Lieu of Medical Coverage	N/A	Effective 1/1/2015 \$500 to current EE on waiver as of 1/1/2015 \$200 to current and future EE opting for waiver after 1/1/2015			Effective 1/1/2015 \$400 to EE hired before 1/1/2015 \$200 to EE hired on or after 1/1/2015		Effective 1/1/2015 \$500 to current EE on waiver as of 1/1/2015 \$200 to current and future EE opting for waiver after 1/1/2015	Effective 6/29/2016 \$639.51 to current EE on waiver as of 1/1/2017 \$200 to current and future EE opting for waiver after 1/1/2017	
Dental Plan - <u>City-paid premium</u> Delta Dental rates effective 1/1/2021	<u>City-paid</u> EE=\$51.10/mo. 2-Party=\$99.50/mo. Family=\$163.60/mo. Maximum Benefits: \$2,000/yr. per patient \$2,500/life per patient – Orthodontics					<u>City-paid</u> EE=\$53.00/mo. 2-Party=\$105.20/mo. Family=\$187.50/mo. Maximum Benefit: \$2,000/yr. per patient \$4,000/life per patient – Orthodontics	<u>City-paid</u> EE=\$58.80/mo. 2-Party=\$117.00/mo. Family=\$211.30/mo. Maximum Benefit: \$2,000/yr. per patient \$5,000/life per patient – Orthodontics	<u>City-paid</u> EE=\$51.10/mo. 2-Party=\$99.50/mo. Family=\$163.60/mo. Maximum Benefits: \$2,000/yr. per patient \$2,500 /life per patient – Orthodontics	

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Vision Plan - City-paid & employee-paid premium rates effective 1/1/21	<u>Employee-paid; optional</u> EE = \$11.71/mo. EE+1 = \$16.74/mo. Family = \$29.52/mo.				<u>City-paid</u> EE = \$10.14/mo. EE+1 = \$14.43/mo. Family = \$25.54/mo.	<u>Employee-paid; optional</u> EE = \$11.71/mo. EE+1 = \$16.74/mo. Family = \$29.52/mo.	<u>City-paid</u> EE = \$10.14/mo. EE+1 = \$14.43/mo. Family = \$25.54/mo.	<u>Employee-paid; optional</u> EE = \$11.71/mo. EE+1 = \$16.74/mo. Family = \$29.52/mo.	
EAP City-paid premium: \$6.71 per EE/month effective thru 6/30/23	N/A	Six (6) sessions per year for EE & eligible dependents				Eight (8) sessions per year for EE & eligible dependents		Six (6) sessions per year for EE & eligible dependents	
Life Insurance City-paid premium: \$0.100 per \$1,000 of coverage Rates effective 1/1/21	N/A	Twice annual salary; up to \$400,000 max							
Supplemental Life	N/A	Employee-paid optional program							
AD & D Insurance	N/A	Employee-paid optional program							
Short Term Disability (9 weeks) City-paid premium: \$0.140 per \$10/mo. Salary	N/A	Two-thirds (2/3) monthly salary; \$1,200 weekly max				N/A		Two-thirds (2/3) monthly salary; \$1,200 weekly max	

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Long Term Disability City-paid premium: \$0.180 per \$100 of mo. Salary	N/A	Two-thirds (2/3) monthly salary; \$5,000 monthly max							
Retiree Medical #1 <i>Active retirees that retired prior to:</i> 6/28/2016 -City Council -City Manager -City Attorney -Executives/Mgrs -Confidential -Teamsters -FT Contracted EEs 7/12/2016 -Local 298/2/2016 -POA -PMA	Fixed City contribution effective 8/1/16: <i>Single=\$671.82/mo.</i> <i>2-Party=\$1,343.65/mo.</i> <i>Family=\$1,746.74/mo.</i>					Fixed City contribution effective 10/1/16: <i>Single=\$671.82/mo.</i> <i>2-Party=\$1,343.65/mo.</i> <i>Family=\$1,746.74/mo.</i>		Fixed City contribution effective 8/1/16 (Teamsters) or 9/1/16 (Local 29): <i>Single=\$671.82/mo.</i> <i>2-Party=\$1,343.65/mo.</i> <i>Family=\$1,746.74/mo.</i>	

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Retiree Medical #2 Employees that retire after applicable effective date: 6/28/2016, or 7/12/2016, or 8/2/2016 See applicable		Fixed City contribution effective 8/1/2016 (Basic Plans) <i>Single=\$671.82/mo.</i> <i>2-Party=\$1,343.65/mo.</i> <i>Family=\$1,746.74/mo.</i>				Fixed City contribution effective 10/1/2016 (Basic Plans) <i>Single=\$671.82/mo. (retiree must have had 10+ years of City sworn service)</i> <i>2-Party=\$1,343.65/mo. (retiree must have had 10+ years of City sworn service)</i> <i>Family=\$1,746.74/mo. (retiree must have had 15+ years of City sworn service)</i>		Fixed City contribution effective 8/1/2016 (Teamsters) or 9/1/2016 (Local 29) (Basic Plans) <i>Single=\$671.82/mo.</i> <i>2-Party=\$1,343.65/mo.</i> <i>Family=\$1,746.74/mo.</i>	

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Contract Date:	4-year Terms	Effective 4/9/13	Effective 4/14/16			7/1/19 – 6/30/23	7/1/19 – 6/30/23	7/1/2021 - 6/30/2023	7/1/21 – 6/30/2023
eligibility requirements		Eligibility Requirements: Active employees with a start date, or received a conditional offer of employment, prior to 6/28/16. Retires directly from the City of Concord, in accordance with CalPERS and PEMHCA requirements. Employee had five or more years of continuous service with the City of Concord.				Eligibility Requirements: Active employees with a start date, or received a conditional offer of employment, prior to 8/2/16 Retires directly from the City of Concord, in accordance with CalPERS and PEMHCA requirements. Employee had applicable number of years of service (see above for contribution determined by years of service)		Eligibility Requirements: Active employees with a start date, or received a conditional offer of employment, prior to 6/28/16 (Teamsters) or 7/12/16 (Local 29) Retires directly from the City of Concord, in accordance with CalPERS and PEMHCA requirements. Employee had five or more years of continuous service with the City of Concord.	

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Retiree Medical #3 (PEMHCA Minimum Only)		<p>Employees hired on or after 6/28/2016 that retire from the City of Concord, the City will contribute towards their retirement medical the PEMHCA minimum that is established annually by CalPERS.</p> <p>In 2021, the PEMHCA minimum is \$143/month</p>				<p>Employees with nine or less years of service, and employees hired on or after 8/2/2016, that retire from the City of Concord, the City will contribute towards their retirement medical the PEMHCA minimum that is established annually by CalPERS.</p> <p>In 2021, the PEMHCA minimum is \$143/month</p>		<p>Employees hired on or after 6/28/2016 (Teamsters) or 7/12/2016 (Local 29) that retire from the City of Concord, the City will contribute towards their retirement medical the PEMHCA minimum that is established annually by CalPERS.</p> <p>In 2021, the PEMHCA minimum is \$143/month</p>	

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Vacation Accrual (payment of accruals upon separation of employment)	N/A	<p>Annual Accrual: 40 days of general leave per fiscal year In addition, 3 hours credited on Good Friday & 8 hours credited on September 9th in lieu of Admissions Day.</p> <p>Max Accrual: No maximum accrual</p> <p>Cash Payment in Lieu: Employee may cash out up to 15 days general leave per fiscal year.</p>	<p>Annual Accrual: 40 days of general leave per fiscal year In addition, 3 hours credited on Good Friday & 8 hours credited on September 9th in lieu of Admissions Day.</p> <p>Max Accrual: No maximum accrual</p>	<p>Annual Accrual: 1st: 15 days 2nd: 17 days 3rd – 7th: 20 days 8th – 9th: 21 days 10th–12th: 22 days 13th-14th: 24 days 15th-19th: 26 days 20th & +: 27 days In addition, 3 hours credited on Good Friday & 8 hours credited on September 9th in lieu of Admissions Day. Executives may receive an initial higher accrual rate based on previous years of public sector work experience.</p> <p>Max Accrual: 2 years of accrual + 320 hours</p> <p>Cash Payment in Lieu: Up to 40 hours in the following calendar year; employee must complete a non-revocable election form by 12/31 of the previous year</p>	<p>Annual Accrual: 1st: 10 days 2nd: 12 days 3rd – 7th: 15 days 8th – 9th: 16 days 10th–12th: 17 days 13th-14th: 19 days 15th-19th: 21 days 20th & +: 22 days In addition, 3 hours credited on Good Friday & 8 hours credited on September 9th in lieu of Admissions Day</p> <p>Max Accrual: Accrual amount from previous anniversary year plus accrual amount for current anniversary year (2 years)</p> <p>Cash Payment in Lieu: Up to 40 hours in the following calendar year; employee must complete a non-revocable election form by 12/31 of the previous year</p>	<p>Annual Accrual: 1st: 15 days 2nd: 17 days 3rd – 7th: 20 days 8th – 9th: 21 days 10th–12th: 22 days 13th-14th: 24 days 15th-19th: 26 days 20th-25th: 27 days 26th & +: 28 days In addition, 8 hours credited on September 9th in lieu of Admissions Day</p> <p>Max Accrual: 2 years of accrual + 320 hours</p> <p>Cash Payment in Lieu: Up to 40 hours in the following calendar year; employee must complete a non-revocable election form by 12/31 of the previous year</p>	<p>Annual Accrual: 1st: 10 days 2nd: 12 days 3rd – 7th: 15 days 8th – 9th: 16 days 10th–12th: 17 days 13th-14th: 19 days 15th-19th: 21 days 20th-24th: 22 days 25th & +: 25 days In addition, 10 hrs credited on the first pay period of the calendar year & 8 hrs credited on September 9th in lieu of Admissions Day</p> <p>Max Accrual: Accrual amount is double the amount of the employee's current vacation accrual rate + 20 hours</p> <p>Cash Payment in Lieu: Up to 40 hours in the following calendar year; employee must complete a non-revocable election form by 12/31 of the previous year</p>	<p>Annual Accrual: 1st: 10 days 2nd: 12 days 3rd – 7th: 15 days 8th – 9th: 16 days 10th–12th: 17 days 13th-14th: 19 days 15th-19th: 21 days 20th & +: 22 days In addition, 8 hours credited on September 9th in lieu of Admissions Day</p> <p>Max Accrual: Accrual amount from previous anniversary year plus accrual amount for current anniversary year (2 years)</p> <p>Cash Payment in Lieu: Up to 40 hours in the following calendar year; employee must complete a non-revocable election form by 12/31 of the previous year</p>	<p>Annual Accrual: 1st: 10 days 2nd: 12 days 3rd – 7th: 15 days 8th – 9th: 16 days 10th–12th: 17 days 13th-14th: 19 days 15th-19th: 21 days 20th & +: 22 days In addition, 8 hours credited on September 9th in lieu of Admissions Day</p> <p>Max Accrual: Accrual amount two times the amount of the employee's current vacation accrual rate</p> <p>Cash Payment in Lieu: Up to 40 hours in the following calendar year; employee must complete a non-revocable election form by 12/31 of the previous year</p>

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Sick Accrual	N/A	N/A	N/A	<p>12 days/year</p> <p>Payment of unused sick leave upon retirement, or termination if eligible for retirement, shall be one-fourth (1/4) of unused sick leave, not to exceed 200 hours.</p> <p>Upon retirement, within 120 days of separation, unused sick leave may be converted into additional service credit at a rate of 0.004 years of service credit for each 8 hours of unused accrued sick leave.</p> <p>An employee can also elect a combination of cash out up to the maximum 800 hours (200 hours pay) and extend service for the balance.</p>					
Admin Leave (no accrual or payment upon separation of employment)	N/A	80 hrs per FY			N/A	80 hrs per FY (+ 30 hrs with Chief of Police approval)	N/A	N/A	N/A
Bereavement (no accrual)	N/A	<p>4 days (in-state)</p> <p>5 days (out/state)</p>				N/A - Sick leave accrual may be used		<p>4 days (in-state)</p> <p>5 days (out/state)</p>	

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Comp Time	N/A	N/A	N/A	N/A	<p>Employees are granted either time off equivalent to one and one-half time the overtime hours worked, or cash compensation equivalent to one and one-half time their straight time rate of pay for the amount of overtime worked.</p> <hr/> <p>Cash-out Option: None.</p>	<p>Three (3) hours provide in the first pay period in March. Maximum accrual shall be 170 hours. Any overtime earned which would cause the accrued compensatory time to exceed the maximum shall be paid in cash at the appropriate overtime rate.</p> <hr/> <p>Cash-out Option: Any employee may request payment of up to eighty (80) hours of compensatory time accrued in accordance with the following provisions:</p> <p>A. During the periods April 1 through April 15 and October 1 through October 15, each year, the Association member may elect to receive cash for up to eighty (80) hours of compensatory time accrued in each cash out period.</p> <p>B. Payment of the cash in lieu of compensatory time off shall be made no later than the last payday of the next month following the date the officer elected to receive such cash payment.</p>	<p>Three (3) hours credited in the first pay period in March. Maximum accrual shall be 160 hours.</p> <p>Employees are granted either time off equivalent to one and one-half time the overtime hours worked, or cash compensation equivalent to one and one-half time their straight time rate of pay for the amount of overtime worked.</p> <hr/> <p>Cash-out Option: An employee may request up to forty (40) hours Comp Time earned to be paid in cash in accordance with the following provisions:</p> <p>A. During the periods of April 15 through April 30 and October 15 through October 30, the employee may elect to receive cash for up to 40 hours of Comp Time</p> <p>B. Payment of the cash in lieu of Comp Time off shall be made no later than the last payday occurring in the following month.</p>		

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