City benefits, new employee and after 20 years

PAY:

Steps (pre-sent pay raises):
Office and clerical 9 – First one in 6 months, then annually.
Supervisory and professional 9 -- First one in 6 months, then annually

Longevity pay:
Office and clerical After 9 steps, $100 times years of service, annual max of $6,000
Supervisory and professional After 9 steps, $100 times years of service, annual max of $6,000

Education benefits:
Office and clerical Tuition reimbursements $7,794/year $175 for textbooks/lab fees.
Supervisory and professional Tuition reimbursements $7,794/year $175 for textbooks/lab fees.

TIME OFF

Holidays:
Office and clerical 11 ½ per year.
Supervisory and professional 11 ½ per year

New Year’s Day
Martin Luther King, Jr. Day
Cesar Chavez Day
Memorial Day
Independence Day
Labor Day
Veterans Day
Thanksgiving Thursday
Thanksgiving Friday
Christmas Eve (1/2)
Christmas Day
**Education leave:**
Office and clerical Not listed
Supervisory and professional 2 days per year

**Vacation:**
Office and clerical 12 days year 1
After 20 years 22.5 days
Supervisory and professional 12 days year 1; 22.5 year after 20 years
After 20 years 22.5 days

**Personal leave:**
Office and clerical Not listed
Supervisory and professional 3 days per year

**Sick leave:**
Office and clerical 10 hours per month
Supervisory and professional 10 hours per month

**Time off per year:**

<table>
<thead>
<tr>
<th></th>
<th>1st year</th>
<th>After 20 years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supervisory and professional</td>
<td>Clerical and office</td>
<td>Supervisory and professional</td>
</tr>
<tr>
<td>11 ½ days holiday</td>
<td>11 ½ days holiday</td>
<td>22.5 days holiday</td>
</tr>
<tr>
<td>12 days vacation</td>
<td>12 days vacation</td>
<td>22.5 days vacation</td>
</tr>
<tr>
<td>15 days sick</td>
<td>15 days sick</td>
<td>15 days sick</td>
</tr>
<tr>
<td>3 days personal</td>
<td>3 days personal</td>
<td>3 days personal</td>
</tr>
<tr>
<td>2 days education</td>
<td>2 days education</td>
<td>2 days education</td>
</tr>
<tr>
<td><strong>Total</strong> 43.5</td>
<td><strong>38.5</strong></td>
<td><strong>54</strong></td>
</tr>
</tbody>
</table>

**After 20 years**

<table>
<thead>
<tr>
<th>Supervisory and professional</th>
<th>Clerical and office</th>
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<tr>
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</tr>
<tr>
<td><strong>Total</strong> 54</td>
<td><strong>49</strong></td>
</tr>
</tbody>
</table>
RETIREMENT

**Defined contribution:**
Office and clerical  Percentage of salary contributed by city
Supervisory and professional  Percentage of salary contributed by city

**Pension:**
Office and clerical  2% of highest of last 3 consecutive years times number of years on the job.
Supervisory and professional  2% of highest of last 3 consecutive years times number of years on the job.

**Post Employment Health Plan**
Office and clerical  City contributes $150/month for health expenses post employment; expected payout of $76,000 after 20 years.
Supervisory and professional  City contributes $150/month for health expenses post employment; expected payout of $76,000 after 20 years.

**Sick leave payout at retirement:**
Office and clerical  Pay-out at 25% of base salary with some restrictions.
Supervisory and professional  Pay-out at 25% of base salary with some restrictions.