

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 annual max of \$6,000	After 9 steps, \$100 times years of service,
Supervisory and professional annual max of \$6,000	After 9 steps, \$100 times years of service,

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:1st year

Supervisory and professional	Clerical and office
11 ½ days holiday	11 ½ days holiday
12 days vacation	12 days vacation
15 days sick	15 days sick
3 days personal	
2 days education	
Total 43.5	38.5

After 20 years

Supervisory and professional	Clerical and office
11 ½ days holiday	11 ½ days holiday
22.5 days vacation	22.5 days vacation
15 days sick	15 days sick
3 days personal	
2 days education	
Total 54	49

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.