



CITY OF WATSONVILLE BARGAINING UNIT BENEFITS - UPDATED 5/01/19



ITEM	MANAGEMENT	MID-MANAGEMENT	CONFIDENTIAL	CLERICAL/ TECHNICAL (SEIU 521)	PUBLIC WORKS (OE3)	FIRE (IAFF L-1272)	POLICE (POA)	PUBLIC SAFETY MID-MANAGEMENT (PSMM)
CONTRACT TERM	7/1/17 - 6/30/2019	7/1/17 - 6/30/2019	7/1/17 - 6/30/2019	7/1/19 – 12/31/20	7/1/17 - 6/30/2020	7/1/15 - 6/30/2017	7/1/17 - 06/30/2019	7/1/17 - 06/30/2019
NEXT NEGOTIATED SALARY ADJUSTMENT	<p>Effective first full pay period on or after 7/1/17, salaries shall be increased by 3.0%.</p> <p>Effective the first full pay period on or after 7/1/18, salaries shall be increased by 2.0%</p>	<p>Effective first full pay period on or after 7/1/17, salaries shall be increased by 3.0%.</p> <p>Effective the first full pay period on or after 7/1/18, salaries shall be increased by 2.0%</p>	<p>Effective first full pay period on or after 7/1/17, salaries shall be increased by 3.0%.</p> <p>Effective the first full pay period on or after 7/1/18, salaries shall be increased by 2.0%</p>	<p>Job classifications in the City-wide compensation study found to be below -1% up to -10% of the market shall receive COLA in Year 1 and 2.</p> <p>Year 1: 3.0% salary increase on first full pay period after 1/1/19</p> <p>Year 2: 3.0% salary increase on first full pay period after 1/1/20</p> <p>Job classifications in the City-wide compensation study found to be over -10.1% shall receive salary adjustments equal to 70% of the suggested salary increase. Not subject to COLA, unless otherwise noted.</p> <p>One-time bonus for years of service as a permanent employee, effective first full pay period after 7/1/20.</p> <p>10-15 years-\$1,500 16-20 years- \$2,000 21-25 years- \$2,500 26+ years- \$3,000</p>	<p>Effective first full pay period on or after 7/1/17, salaries shall be increased by 3.0%.</p> <p>Effective the first full pay period on or after 7/1/18, salaries shall be increased by 2.0%.</p> <p>Effective the first full pay period on or after 7/1/2019, salaries shall be increased by 3.75%.</p>		<p>7/1/17-5% for those at top step</p> <p>7/1/18- 3%</p>	<p>7/1/17-5% for those at top step</p> <p>7/1/18- 3%</p>
PERS RETIREMENT EMPLOYER RATE EMPLOYEE RATE (hired prior to 7/1/11)	2% @ 55 13.72% 7% (employee paid) 9% Public Safety	2% @ 55 13.72% 7% (employee paid)	2% @ 55 13.72% 7% (employee paid)	2% @ 55 13.72% 7% (employee paid)	2% @ 55 13.72% 7% (employee paid)	3% @ 50 37.48% 9% (Employee paid)	3% @ 50 33.8% 12% (Employee paid)	3% @ 50 33.8% 12% (Employee paid)

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2-TIER FORMULA EMPLOYER RATE EMPLOYEE RATE (hired between 7/1/11 and 1/1/13 or classic members)	2% @ 60 w/ 3 yr Avg 13.72%	2% @ 60 w/ 3 yr Avg 13.72%	2% @ 60 w/ 3 yr Avg 13.72%	2% @ 60 w/ 3 yr Avg 13.72%	2% @ 60 w/ 3 yr Avg 13.72%	3% @ 55 w/3yr Avg 15.63%	3% @ 55 w/ 3yr Avg 12.63%	3% @ 55 with 3yr Avg 12.63%
	7% (employee paid)	7% (employee paid)	7% (employee paid)	7% (employee paid)	7% (employee paid)	9% (employee paid)	12% (employee paid)	12% (employee paid)
PEPRA TIER EMPLOYER RATE EMPLOYEE RATE (hired after 1/1/13)	2% @ 62w/ 3 yr Avg 13.72%	2% @ 62w/ 3 yr Avg 13.72%	2% @ 62w/ 3 yr Avg 13.72%	2% @ 62w/ 3 yr Avg 13.72%	2% @ 62w/ 3 yr Avg 13.72%	2.7% @ 57 w/3 yr Avg 11.5%(employee paid)	2.7% @ 57 w/3 yr Avg 8.15%	2.7% @ 57 w/3 yr Avg 8.15%
	6.25% (employee paid)	6.25% (employee paid)	6.25% (employee paid)	6.25% (employee paid)	6.25% (employee paid)	14.5%(employee paid)	14.5%(employee paid)	14.5%(employee paid)
HEALTH, DENTAL & VISION CITY EMPLOYEE 2018	\$1,526/month \$391.72/month	\$1,526/month \$391.72/month	\$1,526/month \$391.72/month	\$1,526/month \$391.72/month	\$1,526/month \$391.72/month	\$1,526/month \$391.72/month	\$1,526/month \$345.72/month	\$1,526/month \$391.72/month
CITY EMPLOYEE	\$1560/month \$381.72/month	\$1560/month \$381.72/month	\$1560/month \$381.72/month	\$1560/month \$381.72/month	\$1560/month \$381.72/month	\$1560/month \$381.72/month	\$1560/month \$381.72/month	\$1560/month \$381.72/month
LIFE INSURANCE	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000
CALL BACK/ON CALL	N/A	\$280/week on-call for designated employees; 3 hr min OT call back	N/A	\$210/week on-call for designated employees; 3 hr min OT call back when required to report to worksite, 15 min (.25 hours) of OT call back when able to respond by phone or computer not required to report to worksite.	\$280/week on-call for designated employees; 3 hr min OT call back	Minimum 2 hours OT	4 hour min Court Time OT	Sergeants – 4 hour min Court Time OT
VEHICLE ALLOWANCE OR VEHICLE	Fire Chief and Police Chief provided with assigned cars	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BILINGUAL PAY	Level I Oral- \$75/mo Level I Written- \$250/m Level II - +\$100/month	Level I Oral- \$75/mo Level I Written- \$250/m Level II - +\$100/month	Level I Oral- \$75/mo Level I Written- \$250/m Level II - +\$100/month	Level I Oral- \$75/mo Level I Written- \$250/m Level II - +\$100/month	Level I Oral- \$75/mo Level I Written- \$250/m Level II - +\$100/month	5%	5%	5%
ADMINISTRATIVE LEAVE	88 hours annually	88 hours annually	N/A	Employees with more than 20 years of service, receive 2 days upon reaching 20 years of service and each year thereafter	N/A	N/A	N/A	Lieutenants – 80 hours annually
PERSONAL LEAVE	N/A	N/A	52 hours annually	Up to 24 hours per calendar year of accrued sick leave for personal leave. Subject to vacation rules.	N/A	N/A	N/A	N/A

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TUITION REIMBURSEMENT	\$1,000 Annually	\$1,000 Annually	\$1,000 Annually	\$1,000 Annually	\$1,000 Annually	\$1,000 Annually	\$2,000 Annually	\$2,000 Annually
UNIFORM/BOOT ALLOWANCE	\$700/yr for Public Safety employees.	\$175/year Boots \$200/year Safety Boots \$40/year for resoling of approved safety boots for Sanitation, \$30/year all others Uniform-\$475/year for covered employees	N/A	Field employees - \$175/yr Boots \$200/yr Safety Boots	\$175/year Boots \$200/year Safety Boots \$40/year for resoling of approved safety boots for Solid Waste, \$30/year all others Uniform-\$475/year for covered employees	City provided uniforms per Appendix B of MOU	\$1,200/year	\$1,100/year
EDUCATIONAL INCENTIVE	5% for Police Captains completing POST Management certificate 2.5% for Assistant Police Chief for POST Executive Certificate	\$250/year Pesticide Advisor Certification. Certification Pay- Varies by Class Certifications above required - \$50/mo. up to \$100/mo max	\$600/year BA/BS \$300/year AA/AS	Certification Pay- Varies by Class Certifications above required - \$50/mo. up to \$100/mo max \$300/year AA/AS \$600/year BA/BS	Certification Pay- Varies by Class Certifications above required - \$50/mo. up to \$100/mo max	3% - AA/BA 2% - EMT 3% - 10 Level I CFSTES Fire Courses MAXIMUM 8%	2.5%mo – Int. POST/AA/AS 5%mo. - Adv POST/BA/BS -	<u>Sergeants</u> 2.5%mo - Adv POST 5%mo - BA/BS <u>Lieutenants</u> 5%/mo. - Mgmt POST
VACATION	1 year 12 days 2 years 13 days 3 years 14 days 4 years 15 days 5-10 years 16 days 11+ years 20 days	0-5 years 12 days/yr 6-12 years 16 days/yr 13+ 20 days/yr	0-5 yrs 12 days/yr 6-12 yrs 16 days/yr 13 + 20 days/yr	0-5 years 12 days/yr 6-12 years 16 days/yr 13+ 20 days/yr	0-5 years 12 days/yr 6-12 years 16 days/yr 13+ 20 days/yr	0-4 4 shifts/yr 5-9 6 shifts/yr 10-14 8 shifts/yr 15-19 10 shifts/yr 20+ 12 shifts/yr	0 - 5 10 days/yr 5 - 15 15 days/yr 15+ 20 days/yr	0-5 years 12 days/yr 6-12 years 16 days/yr 13+ 20 days/yr
LTD	City-paid	City-paid	City-paid	City-paid	N/A	N/A	N/A	N/A
HOLIDAYS	14	14	14	14	14	No Holiday Pay	13	13
SICK LEAVE	15 days/yr	15 days/year	15 days/year	15 days/year	15 days/year	15 hours/month	15 days/year	15 days/year
SOCIAL SECURITY	7.65%	7.65%	7.65%	7.65%	7.65%	1.45%	1.45%	1.45%
SDI	N/A	N/A	N/A	N/A	0.8% Employee-paid	N/A	N/A	N/A
TOOL ALLOWANCE	N/A	\$1000 Annually for Vehicle Mechanics	N/A	N/A	\$1000 Annually for Vehicle Mechanics	N/A	N/A	N/A
NOTARY	\$75/month	\$75/mo per Admin Rule	\$75/month	\$75/mo per Admin Rule	N/A	N/A	N/A	N/A

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OTHER	N/A		N/A	Bereavement Leave: 3 days paid leave for in State and 5 days for out of State funerals. Applies to immediate family.	5%-Integrated Waste Worker Driver Pay - Tanker Truck 5%- Citation Differential - Street Sweeper	HazMat Tech - 5% Engineers and Captains with Paramedic Certification may qualify for \$150/mo	Detective - 5% Master Officer - 5% FTO/Corporal - 5% Acting Sgt. - 5% Motorcycle - \$125/mo Canine - 3.5 hrs. OT week Longevity pay-10 years as WPD sworn- 2% 20 years as WPD sworn-additional 2.5%	Sgt. Detective - 5% Longevity pay-10 years as WPD sworn-2% 20 years as WPD sworn-additional 2.5%

Disclaimer: This summary table is provided as a reference tool for employee benefits. Please see MOU for complete details:

<https://www.cityofwatsonville.org/185/Bargaining-Units>