



BENEFIT SUMMARY SHEET POLICE OFFICER TRAINEE

Effective July 1, 2022 – June 30, 2025

GENERAL INFORMATION

A bargaining unit does not represent this classification. Transfer to the Fairfield Police Officers' Association (POA) bargaining unit will occur upon successful completion of the police academy and becoming a sworn police officer.

PROBATION: Employees in this classification are on probation for the duration of police academy.

SALARY INCREASES:

- 5.0% base wage increase effective the first full pay period in July 2022
- 2.0% base wage increase effective the first full pay period in July 2023
- 6.5% base wage increase effective the first full pay period in July 2024

VACATION: Annual accrual rate is 10 days per year. Eligible to use after 12 months of employment. Employees may cash out up to 80 hours of their vacation balance each calendar year, provided a minimum balance of 160 hours of vacation is maintained. Upon separation from the City, employees are paid for any unused vacation provided they have been employed full-time for at least one full year.

HOLIDAYS:	<u>Description</u>	<u>Annual Accrual Rate</u>
	In Lieu Holiday credit	9 days
	Paid Holiday credit	5 days
	Floating Holiday	8 hours (no cash value; must be used in year provided)

SICK LEAVE: Annual accrual of 12 days (3.70 hrs. per pay period). Employees are eligible to use sick leave as it is accrued. At employee's option, City pays cash for 25% of unused sick leave earned during the previous 12-month period, ending the last pay period in November.

HEALTH CARE, LIFE INSURANCE AND OTHER BENEFITS

HEALTH/DENTAL/VISION PLANS: Eligible first day of first month after date of hire. The City provides generous contributions towards medical, dental and vision plans. Please see current POA rate sheets in Employee Benefits Guide for more information.

HEALTH INSURANCE OPT-OUT: With proof of other coverage, employee may decline health/dental coverage and receive a maximum of \$518 per month (taxable).

SHORT TERM DISABILITY: Eligible first of the month after 3 months of employment. Employee currently pays \$6.00 per month premium on an after-tax basis. The City administers the self-funded STD plan. The STD benefit schedule shall match the State Disability Insurance (SDI) benefit schedule.

LONG TERM DISABILITY INSURANCE: Eligible first day of first month after date of hire. Effective 180 days after date of the non-industrial injury or illness causing the disability before employee is eligible for benefits. Maximum compensation is equal to 60% of salary, subject to benefit maximum.

BASIC/ADDITIONAL LIFE INSURANCE: Eligible first day of first month after date of hire. City pays in full an amount equal to 1.5 times the annual salary up to \$150,000.

OTHER BENEFITS:

Employee Assistance Plan (EAP) Optional health care and dependent care FSAs Bereavement Leave

RETIREMENT/DEFERRED COMPENSATION

CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM (CALPERS): Employee retirement contributions will be on a pre-tax basis pursuant to IRS Section 414(h)(2). Employee pays survivor's benefit (currently \$24 per year). **City does not participate in Social Security; 1.45% of gross salary is a mandatory payroll deduction for Medicare coverage.**

NEW CALPERS MEMBER

Brought into CalPERS for the first time on or after January 1, 2013 with no prior membership in any California public retirement system.

- 2% @ 62 retirement formula
- 3 year average for final compensation
- Employee contribution shall be half the normal cost of the retirement plan as defined by CalPERS (currently 7.75%)

CLASSIC CALPERS MEMBER

- TIER 1 • 2.7% at 55 retirement formula • Single highest year coverage
- Employee contribution rate is 10.5%

Classic members hired on or prior to August 25, 2012

- TIER 2 • 2.5% at 55 retirement formula • 3 year average
- Employee contribution rate is 10.5%.

Classic members hired on or after August 26, 2012

EMPLOYEE DEFERRED COMPENSATION ACCOUNTS:

457 PLAN: City contributes \$150 per month toward a retirement savings program.

RETIREE HEALTH SAVINGS ACCOUNT: The City contributes \$100 per month to the ICMA VantageCare Health Savings Account.