

CITY OF ANTIOCH  
**ANTIOCH POLICE OFFICERS' ASSOCIATION, UNIT II, NON-SWORN**  
**(Police Dispatchers & Community Services Officers)**

FRINGE BENEFIT SUMMARY  
September 1, 2007 - August 31, 2016

**WAGES**

5-Step Plan (6-Step Plan for Dispatchers)

**SIGNING BONUS**

Lateral Dispatcher-\$10,000 - \$1,500 at time of appointment & \$2,500 upon successful completion of probation period. \$6,000 upon five (5) years of service. Eff. 7/01/06 ***(The signing bonus for lateral Dispatchers has been temporarily suspended).***

**CAFETERIA PLAN:** (Eff. 1/01/15)

City contributes:  
 \$ 734.14/mo – Single  
 \$ 1,456.70/mo – Two-Party  
 \$ 1,968.05/mo – Family

For the purchase of Health & Welfare Benefits:

*(Any unused funds will be split 50/50 between City and Employee – Max. \$250.00)*

City pays \$122.00/mo. for the PERS Minimum Employer Contribution (MEC)

Monthly Premium Rates (actual cost to emp)

Medical (PERS) (Optional w/proof of other coverage)

Single                  2-Party                  Family

	Single	2-Party	Family
Anthem Blue Cross Select HMO	540.41	1,202.82	1,600.27
Anthem Blue Cross Traditional HMO	705.57	1,533.14	2,029.68
Blue Shield Access+	806.87	1,735.74	2,293.06
Blue Shield NetValue	748.60	1,619.20	2,141.56
Kaiser Permanente	592.45	1,306.90	1,735.57
PERS Choice	578.84	1,279.68	1,700.18
PERS Select	568.43	1,258.86	1,673.12
PERSCare	653.08	1,428.16	1,893.21
UnitedHealthcare	728.67	1,579.34	2,089.74

Dental (Delta Dental) (Optional w/proof of other coverage)

Single                  2-Party                  Family

	Single	2-Party	Family
Option A	127.16	127.16	127.16
Option B	127.78	127.78	127.78
Option C	134.55	134.55	134.55
Option D	182.61	182.61	182.61

Vision (Medical Eye Services) (Optional)

Single                  2-Party                  Family

	Single	2-Party	Family
Option I	4.89	9.65	12.56
Option II	10.56	21.02	27.36
Option III	13.22	21.26	34.06

Life Insurance \$25,000 policy (Mandatory)

Eff. 7/01/10 \$ .21-1/2 per \$1,000

Supplemental Life Insurance

Available at employee's cost

Employee Asst. Program (Mandatory)

\$4.00 Eff. 7/01/12

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<b>UNIFORMS</b>	\$45.83/Mo. (\$550/yr.) Eff. 9/01/07 (Increases \$10/year for duration of agreement.)
<b>ACTING PAY FOR WORKING IN HIGHER CLASS</b>	(After working cumulative total of 40 hours in higher class for training) 5% or lowest step of higher classification, whichever is greater, but not to exceed highest step of higher classification. (Applies only when the absence of employee in higher class is for 40 or more continuous hours.)
<b>CTO PAY</b>	CTO's (Dispatch only) Lead Police Dispatchers and Police Dispatchers are eligible to receive 2.5% when acting as Communication Training Officers.
<b>BILINGUAL PAY</b>	\$100/Mo. Eff. 9/01/97
<b>DEFERRED COMPENSATION</b>	City contributes \$30/mo. plus City matches \$1 for \$1 up to an additional \$20. Eff. 4/01/92 ( <b>This has currently been deferred</b> )
<b>EDUCATIONAL INCENTIVE</b>	Reimbursement for Books & Tuition for approved classes up to a Maximum of \$800/year.
<b>HOLIDAYS</b>	14/year (Includes 3 floating holidays)
<b>VACATION</b>	<u>Employees hired prior to 3/01/92</u> 16 days date of hire thru 4th year 20 days start of 5th thru 9th year 23 days start of 10th thru 14th year 25 days start of 15th thru 19th year 30 days start of 20th year  <u>Employees hired after 03/01/92</u> 11 days date of hire thru 4th year 15 days start of 5th thru 9th year 18 days start of 10th thru 14th year 20 days start of 15th thru 19th year 25 days start of 20th year
<b>OVERTIME</b>	Maximum accumulation of 80 hours
<b>COMP TIME BUY-BACK</b>	Up to 40 hours per calendar year. Eff. 9/01/96
<b>CALL-BACK TIME</b>	More than 1 hour before or more than 1 hour after -- minimum of 5 hours overtime. Eff. 9/01/00
<b>MEAL ALLOWANCE</b>	\$7.50/Meal

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<b>MEDICAL-AFTER-RETIREMENT</b>	(see Medical-after-Retirement Plan)
<b>SHIFT DIFFERENTIAL</b>	2-1/2% Swing; 5% Graveyard APOA - NON-
<b>SICK LEAVE PAY UPON TERMINATION</b>	Upon termination, employees with at least 10 years of service shall receive payment for 40% of their unused sick leave to a maximum of 40 days.
<b>SICK LEAVE CONVERSION POLICY</b>	Yes - At end of calendar yr. if employee has used less than 5 days of SL,** they can convert up to 12 days of current unused SL to vac. or cash on a 3-1 ratio, providing that such conversion does not reduce bal. to less than 400 hrs. SL not converted will accumulate.  ** Scheduled to work a 4-10 shift on 12/31 5 days = 50 hours Scheduled to work a 5-8 shift on 12/31 5 days = 40 hours
<b>RETIREMENT</b>	Public Employees Retirement System (PERS): 2.0% @ 62 for new employees; 2.7% @ 55 for classic/legacy employees
<b>Employer Contribution Rate</b>	FY 2014-15 = 26.250%  Employee pays \$2/mo. for 1959 Survivors