

city of san luis obispo

Benefit Summary

Actual MOA/resolution language takes precedence if any conflict.

	SLOCEA		Confidentials		SLOPOA		SLOFFA		SLOPSOA		SLOBCA		Managers		Department Heads		City Manager		City Attorney			
MOA Term	1/1/06-12/31/10				1/1/06-12/31/10		1/1/06-12/31/10		7/1/07-6/30/12		1/1/06-12/31/11											
Salary Increase	2.0%	1/06	2.0%	1/06	Sworn:		3.0%	1/06	2.0%	7/07	3.0%	1/06	2.0%	1/07	2.0%	1/07	2.0%	1/07	2.0%	1/07	2.0%	1/07
	2.0%	7/06	2.0%	7/06	5.28%	1/06	2.0%	7/06	3.0%	1/08	4.0%	7/06	3.0%	7/07	3.0%	7/07	4.5%	4/07	3.0%	7/07	3.0%	7/07
	5%	7/07	5%	7/07	Non-Sworn:		4.0%	7/07	2.0%	7/08	2.0%	1/07	2.0%	1/08	2.0%	1/08	3.0%	7/07	2.0%	7/07	2.0%	1/08
	5%	7/08	5%	7/08	10.82%	1/06	5.0%	7/08	3.0%	1/09	4.0%	7/07	3.0%	7/08	3.0%	7/08	2.0%	1/08	3.0%	7/08	3.0%	7/08
	0%	7/09	0%	7/09	All:		0%	7/09	0%	7/09	1.0%	4/08	2.0%	1/09	2.0%	1/09	3.0%	7/08	2.0%	7/08	2.0%	1/09
	3%	7/10	3%	7/10	6%	1/07	3%	7/10	0%	1/10	5.0%	7/08					2.0%	1/09				
	2%	12/10	2%	12/10	6%	7/07	2%	12/10	3.0%	7/10	0%	7/09										
					5%	1/08			2.0%	1/11	5.0%	7/10										
					5%	1/09			3.0%	7/11	5.0%	7/11										
					0%	1/10			2.0%	1/12												
									Additional equity increases for Captains, Lieutenants and Comm. Supervisors per MOA.					Pay for performance increase only for those not at top of range.			Pay for performance increase only for those not at top of range.			Pay for performance increase only for those not at top of range.		
PERS Retirement	2.7% at 55 effective 1/30/03.		2.7% at 55 effective 1/30/03.		3% at 50 effective 2/27/03 for sworn; 2.7% at 55 for non-sworn effective 1/30/2003.		3% at 50 eff. 12/29/05 for sworn; 2.7 at 55 for non-sworn eff. 1/30/03.		3% at 50 effective 2/27/03 for sworn; 2.7% at 55 for non-sworn effective 1/30/03.		3% at 50 effective 12/29/05.		2.7% at 55 effective 1/30/03.		2.7% at 55 effective 1/30/03. Police & Fire Chiefs 3% @ 50		2.7% at 55 effective 1/30/03.		2.7% at 55 effective 1/30/03.			
(continued on next page)	8% paid by City and reported as EPMC one year final compensation		8% paid by City and reported as EPMC one year final compensation		8 or 9% paid by employee pre-tax (IRC 414h2) one year final compensation		8 or 9% paid by City and reported as EPMC one year final compensation		8 or 9% paid by employee pre-tax (IRC 414h2) one year final compensation		9% paid by employee pre-tax (IRC 414h2) one year final compensation		8% paid by City and reported as EPMC one year final compensation		8% paid by City and reported as EPMC. 9% chief one year final compensation		8% paid by City and reported as EPMC one year final compensation		8% paid by City and reported as EPMC one year final compensation			
Retirement, cont.	conversion of unused sick leave to service credit		conversion of unused sick leave to service credit		conversion of unused sick leave to service credit		conversion of unused sick leave to service credit		conversion of unused sick leave to service credit		conversion of unused sick leave to service credit		conversion of unused sick leave to service credit		conversion of unused sick leave to service credit		conversion of unused sick leave to service credit		conversion of unused sick leave to service credit			

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	SLOCEA	Confidentials	SLOPOA	SLOFFA	SLOPSOA	SLOBCA	Managers	Department Heads	City Manager	City Attorney
	Level 4 1959 Survivor military service credit Pre-Retirement Option 2 Death Benefit	Level 4 1959 Survivor military service credit Pre-Retirement Option 2 Death Benefit	Level 4 1959 Survivor military service credit Pre-Retirement Option 2 Death Benefit	Level 3 1959 Survivor military service credit Pre-Retirement Option 2 Death Benefit	Level 4 1959 Survivor military service credit Pre-Retirement Option 2 Death Benefit	Level 3 1959 Survivor military service credit Pre-Retirement Option 2 Death Benefit	Level 4 1959 Survivor military service credit Pre-Retirement Option 2 Death Benefit	Level 4 1959 Survivor military service credit Pre-Retirement Option 2 Death Benefit	Level 4 1959 Survivor military service credit Pre-Retirement Option 2 Death Benefit	Level 4 1959 Survivor military service credit Pre-Retirement Option 2 Death Benefit
Supplemental Retirement [401(a)]	No	No	No	No	No	No	City contributes 1% of salary Mandatory Employee contribution between 0-14%	City contributes 2% of salary Mandatory Employee contribution between 0-14%	City contributes 3.5% of salary Mandatory employee contribution: 11.5%	City contributes 3.5% of salary Mandatory employee contribution: 4.5%
Deferred Compensation	Available; no contribution	Available; no contribution	Available; no contribution	Available; no contribution	Available; no contribution	Available; no contribution	Available; no contribution	Available; no contribution	Available; no contribution	Available; no contribution
Cafeteria Plan Monthly Contribution	Opt Outs \$200 Emp Only \$469 Emp +1 \$928 Emp +2 \$1255	Opt Outs \$200 Emp Only \$469 Emp +1 \$928 Emp +2 \$1255	Opt Outs \$479 Employee:\$533 Emp.+1: \$968 Emp +2:\$1,277	\$849 One-half of annual pct. inc.	Employee:\$503 Emp. +1: \$915 Emp.+2:\$1,213	\$849 One-half of annual pct. inc.	Opt Outs \$200 Emp Only \$469 Emp +1 \$928 Emp +2 \$1255	Opt Outs \$200 Emp Only \$469 Emp +1 \$928 Emp +2 \$1255	Opt Outs \$200 Emp Only \$469 Emp +1 \$928 Emp +2 \$1255	Opt Outs \$200 Emp Only \$469 Emp +1 \$928 Emp +2 \$1255
Health Insurance	CalPERS Plans	CalPERS Plans	CalPERS Plans	CalPERS Plans	CalPERS Plans	CalPERS Plans	CalPERS Plans	CalPERS Plans	CalPERS Plans	CalPERS Plans
Dental Insurance	Delta DPO DeltaCare PMI	Delta DPO DeltaCare PMI	Delta DPO DeltaCare PMI	Delta DPO DeltaCare PMI	Delta DPO DeltaCare PMI	Delta DPO DeltaCare PMI	Delta DPO DeltaCare PMI	Delta DPO DeltaCare PMI	Delta DPO DeltaCare PMI	Delta DPO DeltaCare PMI
Vision Insurance	Medical Eye Services	Medical Eye Services	Medical Eye Services	Medical Eye Services	Medical Eye Services	Medical Eye Services	Medical Eye Services	Medical Eye Services	Medical Eye Services	Medical Eye Services
Life Insurance	\$ 50,000	\$ 29,000	\$ 20,000	\$10,000	\$45,000	\$35,000	\$54,000	\$104,000	\$104,000	\$104,000
Paid by	employee	employee/city	employee	employee	employee/city	employee/city	employee/city	employee/city	employee/city	employee/city

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	SLOCEA	Confidentials	SLOPOA	SLOFFA	SLOPSOA	SLOBCA	Managers	Department Heads	City Manager	City Attorney
LTD Insurance	66 2/3% of salary up to \$5,000 (max. benefit \$3,333) per month 30 day waiting period	66 2/3% of salary up to \$5,000 (max. benefit \$3,333) per month 30 day waiting period	Association plan for sworn; 60% of salary up to \$3,333 (max. benefit \$2000) per month with 90 day waiting period.	Association plan for sworn; 60% of salary up to \$3,333 (max. benefit \$2000) per month with 90 day waiting period.	Association plan for sworn; 60% of salary up to \$3,333 (max. benefit \$2000) per month with 90 day waiting period.	Association plan	66 2/3% of salary up to \$11,250 (max. benefit \$7,500) per month with 30 day waiting period	66 2/3% of salary up to \$11,250 (max. benefit \$7,500) per month with 30 day waiting period	66 2/3% of salary up to \$11,250 (max. benefit \$7,500) per month with 30 day waiting period	66 2/3% of salary up to \$11,250 (max. benefit \$7,500) per month with 30 day waiting period
Sick Leave	accrue 8 hours per month; no maximum	accrue 8 hours per month; no maximum	accrue 8 hours per month; no maximum	accrue 8 hours per month; no maximum	accrue 8 hours per month; no maximum	accrue 8 hours per month; no maximum	accrue 8 hours per month; no maximum	accrue 8 hours per month; no maximum	accrue 8 hours per month; no maximum	accrue 8 hours per month; no maximum
Sick Leave Cash Out at Retirement	10% after 10 years; 15% after 15 years; 20% after 20 years; 25% after 25 years; 30% after 30 years; 30% upon death prior to retirement	10% after 10 years; 15% after 20 years; 20% after 25 years; 25% after 30 years; 25% upon death prior to retirement	20% after 20 years; 25% after 25 years; 30% after 30 years; 75% with job-related disability retirement (max. 1000 hours); 50% upon death prior to retirement	10% after 10 years; 15% after 20 years; 75% with job-related disability retirement (max. 1000 hours); 50% upon death prior to retirement	20% after 20 years; 25% after 25 years; 30% after 30 years; 25% upon death prior to retirement	20% after 20 years; 25% after 25 years; 30% after 30 years; 50% with job-related disability retirement (max. 750 hours); 50% upon death prior to retirement	10% after 10 years; 15% after 20 years; 25% upon death prior to retirement	10% after 10 years; 15% after 20 years; 25% upon death prior to retirement	10% after 10 years; 15% after 20 years; 25% upon death prior to retirement	10% after 10 years; 15% after 20 years; 25% upon death prior to retirement
Vacation (annual accrual)	0- 5 years 96 hours 6-10 years 120 hours 11-20 years 144 hours 21+ years 160 hours	0- 5 years 96 hours 6-10 years 120 hours 11-20 years 144 hours 21+ years 160 hours	0- 5 years 96 hours 6-10 years 120 hours 11-20 years 144 hours 21+ years 160 hours	0- 5 years 96 hours 6-10 years 120 hours 11-20 years 144 hours 21+ years 160 hours	0- 5 years 96 hours 6-10 years 120 hours 11-20 years 144 hours 21+ years 160 hours	0- 5 years 96 hours 6-10 years 120 hours 11-20 years 144 hours 21+ years 160 hours	0- 5 years 96 hours 6-10 years 120 hours 11-20 years 144 hours 21+ years 160 hours	0- 5 years 96 hours 6-10 years 120 hours 11-20 years 144 hours 21+ years 160 hours	160 hours	0- 5 years 96 hours 6-10 years 120 hours 11-20 years 144 hours 21+ years 160 hours
Maximum Accrual	2 times annual	2 times annual	2 times annual	2 times annual	2 times annual	2 times annual	2 times annual	2 times annual	2 times annual	2 times annual

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	Department									
	SLOCEA	Confidentials	SLOPOA	SLOFFA	SLOPSOA	SLOBCA	Managers	Heads	City Manager	City Attorney
Vacation Cash Out	40 hours once annually in December.	40 hours once annually in December.	80 hours once annually in December.	72 hours once annually in December.	40 hours once annually in December.	72 hours once annually in December.	40 hours once annually in December.	40 hours once annually in December.	40 hours once annually in December.	40 hours once annually in December.
Annual Administrative Leave	No	12 hours annually. No cash-out provision.	No	No	64 hours for Captains, Lieutenants, Administrative Sergeant, Comm. & Records. Mgr. & Records Supv. Other Sergeants and Comm. Supv. get OT.	72 hours annually. May cash out up to 40 hours in December.	48 hours annually. No cash-out provision.	80 hours annually. May cash out up to 80 hours at end of year.	80 hours annually. May cash out up to 80 hours at end of year.	80 hours annually. May cash out up to 80 hours at end of year.
Holidays	13	13	13	13	13	13	13	13	13	13
Holiday Leave	No	No	Shift employees earn 4.33 hours semi-monthly, paid for 2 hours bi-weekly. Remainder (52 hours) advanced as holiday leave. Can cash out up to 1/4 of leave each calendar quarter, any remaining balance at end of year paid to employee.	Shift employees earn 6.07 hours semi-monthly, paid for 2.6 hours bi-weekly. Remainder (78 hours) advanced as holiday leave. Can cash out up to 1/4 of leave each calendar quarter, any remaining balance at end of year paid to employee.	Shift employees earn 4 hours bi-weekly, paid for 2 hours bi-weekly. Remainder (52 hours) advanced as holiday leave. Can cash out up to 1/4 of leave each calendar quarter, any remaining balance at end of year paid to employee.	Shift employees earn 6.07 hours semi-monthly, paid for 2.83 hours bi-weekly. Remainder (72 hours) advanced as holiday leave. Can cash out up to 1/4 of leave each calendar quarter, any remaining balance at end of year paid to employee.	No	No	No	No

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Bilingual Pay	\$35 per pay period	No	\$50 per pay period	\$35 per pay period	No	No	No	No	No	No
Uniform Allowance	Uniforms provided if required.	No	\$1,000 annually	\$800 annually	\$1,000 annually	\$825 annually	Provided by City if required.	Police Chief \$1,000 annually; Fire Chief \$825 annually	No	No
Car Allowance	No	No	No	No	No	No	No	Police and Fire Chiefs assigned cars; all others \$236 per month	\$450 per month	\$250 per month
Section 125 Flexible Spending Accounts	Up to \$3,000 annually for unreimbursed medical expenses; up to \$5,000 for dependent care expenses	Up to \$3,000 annually for unreimbursed medical expenses; up to \$5,000 for dependent care expenses	Up to \$3,000 annually for unreimbursed medical expenses; up to \$5,000 for dependent care expenses	Up to \$3,000 annually for unreimbursed medical expenses; up to \$5,000 for dependent care expenses	Up to \$3,000 annually for unreimbursed medical expenses; up to \$5,000 for dependent care expenses	Up to \$3,000 annually for unreimbursed medical expenses; up to \$5,000 for dependent care expenses	Up to \$3,000 annually for unreimbursed medical expenses; up to \$5,000 for dependent care expenses	Up to \$3,000 annually for unreimbursed medical expenses; up to \$5,000 for dependent care expenses	Up to \$3,000 annually for unreimbursed medical expenses; up to \$5,000 for dependent care expenses	Up to \$3,000 annually for unreimbursed medical expenses; up to \$5,000 for dependent care expenses