

City of Chico - Human Resources Risk Management

Leave Accruals

The following summary was developed to provide an overview of City of Chico employee benefits by bargaining unit. It does not constitute an agreement or contract to provide benefits. Actual benefits are detailed in the Memoranda of Understanding (MOU) or Pay and Benefits Resolution (PBR) for each bargaining group. The summarized benefits are NOT applied to temporary hourly exempt employees. For an explanation of what employees are covered in each bargaining unit, see page six.

	Administrative Leave*	Personal Time Off **	Sick Leave Accrual	Sick Leave Used for Family	Maternity/Paternity Leave***	Bereavement Leave ****
Miscellaneous	MGT: 96 hrs/year CNF: 56 hrs/year UPEC: 40 hrs/year DIR: 96 hrs/year	40 hrs/year CNF: 80 hrs/year UPEC: +40 hrs thru 2021 SEIU: +40 hrs thru 2021	96 hrs/year	Yes	3 days UPEC, MGMT, CNF: 10 days	Maximum of 5 days to be used within 7 days of death or funeral/memorial
Safety	PSM: 48 hrs/year FSM: 96 hrs/year	0 hrs	CPOA, PSM: 96 hrs/year IAFF: 134.4 hrs/year	Yes	3 days IAFF: 4 days for 40 hr employees	See Miscellaneous IAFF: 40 hr week - 5 consecutive work days, 56 hr week -Max of 4 24-hr shifts
	Transfer of Sick Leave to Others	Maximum Duration of Leave Without Pay	Health Benefits during Leave (FMLA)*****	Health Benefits during Leave (non FMLA)	Accrual of Seniority during Leave Without Pay	Paid Holidays
Miscellaneous	No more than 50% of their balance. Must have a minimum of 40 hours remaining after transfer.	4 months	Yes. Max of 10 pay periods.	Employee pays full premiums for all insurance.	If approved leave is greater than one bi-weekly pay period, no seniority accrued.	11 + 1 floating
Safety	CPOA, PSM: See Misc. IAFF: 24 hrs max/year	4 months	Yes. Max of 10 pay periods.	Employee pays full premiums for all insurance.	See Miscellaneous IAFF: leaves longer than 5 shifts, no seniority accrued.	See "Hours Paid Per Holiday" Info Box

Sick Leave Conversion Upon City Separation *****			
Bargaining Unit	City Service Years	Max Conversion %	Max Buyout Amount
Miscellaneous Employees	0-5 Years	0%	\$0
	5-10 Years	10%	\$1,500
	10-15 Years	30%	\$3,000
	Over 15 Years	60%	\$5,000
Safety Employees	0-5 Years	0%	\$0
	5-10 Years	10%	\$1,000
	10-15 Years	25%	\$2,000
	Over 15 Years	50%	\$3,000

Hours Paid Per Holiday/Floating*****	
Miscellaneous	Safety
Varies by work schedule (VBWS)- 5x8 - 8 hrs 4x10 - 10 hrs 12.5x3 - 12.5 hrs CPSA: Holiday Time Bank (HTB), 50 hours in January/70 hours in July	CPOA: HTB 120 hours/year PSM/FSM: HTB 118 hours/year IAFF: 40 hr week = 8 hrs, 56 hr week = Paid over 26 pay periods. 24 hrs, 12 hrs float

* Positions eligible to receive Administrative leave are designated by MOU or PBR. Any Administrative/Management Leave not taken by December 31 of any calendar year shall be removed without compensation from Employee's payroll record

** Any Personal Time Off not taken by December 31 of the calendar year shall be removed without compensation from Employee's payroll record.

*** Available for birth or adoption. Leave to be taken in accordance with FMLA/CFRA timeframes.

**** Leave must be taken within seven days of the date of funeral or memorial service for the deceased and is for defined "family members" only.

***** An employee who does not return from an approved leave will be required to reimburse the City for the premiums paid by the City during the leave unless Employee fails to return because of Employee's own or a relative's serious health condition or other exceptional circumstance as approved by the City Manager. City contributions continue during an approved medical LWOP until the end of the fourth month following the month in which such leave began.

***** Accumulated sick leave shall be credited to Employee's retirement on an hour by hour basis. If employees buyout sick leave, the remaining balance of sick leave will be credited to the Employee's retirement.

***** Premium Holiday Pay for working on holiday varies by MOU.

City of Chico - Human Resources Risk Management

Retirement Benefits*

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	Unit	NORMAL CITY CONTRIBUTION			EMPLOYEE CONTRIBUTION				
		City Cont.	EE Paid	Net City Cont.	CLASSIC*	"NEW" AB340**	EE Pick Up of City Cont	Net Employee Cont.	
								CLASSIC*	"NEW"
Misc	UPEC	13.235%	6.680%	6.555%	8.00%	6.75%	6.680%	14.68%	13.43%
	SEIU	13.235%	3.000%	10.235%	8.00%	6.75%	3.000%	11.00%	9.75%
	LOCAL 39	13.235%	3.000%	10.235%	8.00%	6.75%	3.000%	11.00%	9.75%
	CONFIDENTIALS	13.235%	3.000%	10.235%	8.00%	6.75%	3.000%	11.00%	9.75%
	DIR - Misc	13.235%	3.000%	10.235%	8.00%	6.75%	3.000%	11.00%	9.75%
	MGT	13.235%	3.000%	10.235%	8.00%	6.75%	3.000%	11.00%	9.75%
	CPSA	13.235%	6.000%	7.235%	8.00%	6.75%	6.000%	14.00%	12.75%
UNREP	13.235%	0.000%	13.235%	8.00%	6.75%	0.000%	8.00%	6.75%	

*Only effective for those at H Step

	Unit	NORMAL CITY CONTRIBUTION			EMPLOYEE CONTRIBUTION				
		City Cont.	EE Paid	Net City Cont.	CLASSIC*	"NEW" AB340*	EE Pick Up of City Cont	Net Employee Cont	
								CLASSIC*	"NEW" AB340*
Safety	FSM	21.843%	3.000%	18.843%	9.00%	12.75%	3.000%	12.00%	15.75%
	PSM	21.843%	3.000%	18.843%	9.00%	12.75%	3.000%	12.00%	15.75%
	DIR - Sfty	21.843%	3.000%	18.843%	9.00%	12.75%	3.000%	12.00%	15.75%
	CPOA	21.843%	3.000%	18.843%	9.00%	12.75%	3.000%	12.00%	15.75%
	IAF - AB34	21.843%	0.000%	21.843%	N/A	12.75%	0.000%	N/A	12.75%
	IAFF - CLSC	21.843%	3.000%	18.843%	9.00%	12.75%	3.000%	12.00%	15.75%

**Hired prior to 1/1/13

CalPERS Employer Rate History

	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
Safety	27.135%	24.399%	25.897%	26.866%	26.362%	27.533%	30.742%	31.006%	31.310%
Miscellaneous	20.438%	18.962%	20.307%	20.917%	20.805%	21.241%	23.253%	23.831%	26.254%
	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
Safety	32.912%	35.193%	39.005%	20.360%	21.016%				
Miscellaneous	28.093%	31.208%	38.936%	12.432%	12.815%				

CalPERS Employer UAL

	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
Safety	\$3,164,981	\$3,792,811	\$4,460,488						
Miscellaneous	\$3,623,791	\$4,080,963	\$4,592,467						

Additional Union Negotiated Retirement Benefits

	457 Deferred Compensation Match	Retiree Medical Trust
CPOA	10%	\$100 / month
CPSA	10%	\$0
All Other Units	0%	\$0

* The City of Chico's retirement plans are defined benefit plans administered and governed by the California Public Employee Retirement System (CalPERS). Employee is eligible for benefits after five years of service and employee's 50th birthday.

Classic Members - hired before 1/1/13, or transferred from another PERS agency

New Members - hired after 1/1/13

** LOCAL 39 - Classic Members pay 3% of City Contribution once they achieve H step on the salary table. Employees at steps A - G pay 0% of City Contribution.

City of Chico - Human Resources Risk Management

Miscellaneous Benefits

The following summary was developed to provide an overview of City of Chico employee benefits by bargaining unit. It does not constitute an agreement or contract to provide benefits. Actual benefits are detailed in the Memoranda of Understanding (MOU) or Pay and Benefits Resolution (PBR) for each bargaining group. The summarized benefits are NOT applied to temporary hourly exempt employees. For an explanation of what employees are covered in each bargaining unit, see page six.

Bargaining Unit	Tool Allowance	Health Club Reimbursement	Educational Incentive Pay	Longevity Pay	Life Insurance (City Paid)	Disability Insurance - Short & Long-Term (City Paid)	Disability Insurance - Short & Long-Term (Employee Paid)	FICA - Medicare (City Paid) ***
Miscellaneous Employees	SEIU-TC - \$400/year - Equipment Mechanics	None	CPSA: Career Development Pay 2.5% for specified positions	None	\$0.123/month per \$1,000 Emp Annual Base Salary + \$0.46	.82% of base salary paid to Employee	.82% of base salary (post-tax) HRLY - CA SDI	1.45%
Safety Employees	None	IAFF - \$37/month CPOA - \$50/month	None	None	CPOA, IAFF, PSM-Fire - See MISC PSM-PD - \$0	CPOA - \$29.70/month FIRE - \$24.50/month PSM-PD - \$0	PSM-PD - .82% of base salary (post-tax)	CPOA, PSM-PD - 1.45% IAFF, PSM-F - 2.9%

Uniform Allowance

	UPEC	SEIU-TC	LOCAL 39	IAFF	CPOA	CPSA	MGMT	PSM	CONFID
Annual Allowance	\$350 - Park Rangers, Evidence Clerk, Property Section Coordinator	\$250 - Tree Maintenance Workers \$350 - Parking Meter Coll/Repair	\$200 every 24 months for safety footwear	\$500	\$900	\$550	\$700 - Communications/ Records Manager	\$190 - PD \$500 - Fire	None

Workers' Compensation Rates (City Contribution)

AIR-PER (7429)	SEWR-PER (7580)	FIRE-PER (7706)	POL-SWRN (7720)	POL-ACON (7720)	ADMN-CLR (8810)	HSNG-PER (9033)	OFLD-PER (9410)	FLD-PERS (9420)	TRNS-PER (9422)
	1.780%	8.940%	12.560%		1.120%		0.540%	5.140%	8.490%

* Per State status governing Workers' Compensation and self insurance and Budget Appropriation. Rate reported is for most common employee code in group.

** Park Ranger only.

*** City does not participate in Social Security. City pays employees and employer share of Medicare tax for some units.

City of Chico - Human Resources Risk Management

History of Salary Increases (Page 1 of 3)

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Bargaining Units	January 1997	January 1998	July 1998	January 1999	January 2000	January 2001	January 2002	July 2002	January 2003
UPEC	None	5%	None	2.24%	5.12%	5.84%	8.48%	3% @ 60 with 6.5% employee retirement payment	3.04%
SEIU - TC	None	5%	None	2.24%	5.12%	5.84%	8.48%	3% @ 60 with 6.5% employee retirement payment	3.04%
Local 39	None	5%	None	2.24%	5.12%	5.84%	8.48%	3% @ 60 with 6.5% employee retirement payment	3.04%
IAFF	6%	4%	4%	7%	7.7%	3% @ 50	5.43%	None	5.70%
CPOA	8%	5%	None	Add Additional Step	4.00%		None	13.00%	10.04%
CPSA	2.5%	2%	None	3.50%	Add Additional Step	3.45%	2.13%	3% @ 60	10% or 20%
MGMT	None	5%	None	2.24%	4%	5.84%	8.48%	3% @ 60 with employees paying 6.5 more of retirement contribution	3.04%
PSM	None	5%	None	2.24%	4%	5.84%	8.48%	None	3.04%
CONFID	None	5%	None	2.24%	5.12%	5.84%	8.48%	3% @ 60 with employees paying 5% more of retirement contribution & taking 1.5% pay reduction	3.04%

Key to Employee Bargaining Units

UPEC: This bargaining unit covers all employees in the City's clerical, technical, and professional positions. *Formerly "CEA"*.

SEIU-TC: This bargaining unit (Service Employees International Union) covers all employees in the City's trades and crafts positions.

Local 39: This bargaining unit covers all employees of the Water Pollution Control Plant, except management and administration.

IAFF: IAFF covers all fire employees except for those employees in fire management positions.

CPOA: This bargaining unit covers all sworn members of the police department.

CPSA: This bargaining unit covers non-sworn employees involved in performing police work. It does not include clerical or support staff assigned to the Police Department.

CONFID: Covers classified employees excluded from UPEC because of MMB, and access to employee relations.

Key to Employee PBR (Pay & Benefits Resolution)

MGMT: Covers management employees except for Chief of Police, Police Captain, Police Lieutenant, Fire Chief, and Division Chief.

PSM: Covers Chief of Police, Police Captain, Police Lieutenant, Fire Chief, and Division Chief.

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History of Salary Increases Continued (Page 2 of 3)

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Bargaining Units	January 2004	January 2005	January 2006	January 2007	January 2008	January 2009	January 2010	January 2011	January 2012
UPEC	4.88%	2.4%	5.7% with 2.5% City pickup of PERS	2.3%	2.45%	0%, redirect 1% to EPMC Special Comp	1%	0%	0%
SEIU - TC	4.88%	2.4%	5.7% with 2.5% City pickup of PERS	2.3%	2.45%	0%, redirect 1% to EPMC Special Comp	0%, redirect 1% to City pickup of PERS	1%	0%
Local 39	4.88%	2.4%	5.7% with 2.5% City pickup of PERS	2.3%	2.45%	0%, redirect 1% to EPMC Special Comp	0%, redirect 1% to City pickup of PERS	1%	0%
IAFF	7.88%	4.4%	8.99%	5%	4%	0%	0%	0%	3% G Step Added
CPOA	9% City Pickup of PERS	4.74%	8% with 10% Deferred Comp match	5%	4%		0%	0%	0%
CPSA	4.88%	2.4%	7.92% with 10% Deferred Comp match	0%, redirect 1.62% to EPMC and .7% to Premium Holiday Pay	2%, redirect .45% to POST Certification pay	0%, redirect 1% to POST Certification pay	0%, redirect 1% to POST Certification pay	0%	0%
MGMT	4.88%	2.4%	5.7% with 1% retro to Jan 2005	1.3% with 1% redirect and 1% City pickup of PERS	2.45%	0%, redirect 1% to City pickup of PERS	0%, redirect 1% to City pickup of PERS	0%	0%
PSM	4.88%	2.4% with 3.5% City pickup of PERS	5.7% with 1% retro to Jan 2005	2.3%	2.45%	1%	1%	0%	0%
CONFID	4.88%	2.4%	5.7% with 1% retro to Jan 2005	1.3% with 1% redirect and 1% City pickup of PERS	2.45%	0%, redirect 1% to City pickup of PERS	0%, redirect 1% to City pickup of PERS	0%	0%

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History of Salary Increases Continued (Page 3 of 3)

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Bargaining Units	2013	January 2014	January 2015	2016	2017	2018	2019
UPEC	1.95% (Employees pay 2% additional PERS for 1.95% salary increase)	1% (12/29/13 - 01/11/14 only, Formula removed 01/12/14)	0.00%	July - .5% one-time offset	2.5% step added to table for 3% CalPERS "Cost Sharing"	0.00%	2019 - 2021 MOU 2.5% pay increase for an additional 3.68% "Cost-Share" pick-up for a total of 6.68%
SEIU - TC	.975% (Employees pay 1% additional PERS for .975% salary increase)	0.00%	1% one-time offset	January - 2% one-time offset	0.00%	3.3% increase for 3% CalPERS "Cost Sharing" and 1.45% FICA	Captured in 2018 - 2021 MOU
Local 39	0.00%	0.00%	0.00%	January - 3% one-time offset	0.00%	3% step added to table for 3% staggered CalPERS "Cost Sharing"	Captured in 2018 - 2022 MOU
IAFF	0.00%	0.00%	1% one-time offset	January - 2% one-time offset	0.00%	0.00%	Captured in 2017 - 2021 MOU
CPOA	0.00%	0.00%	5% 14 step scheduled added for new employees	January - 2.5% step added to table	2.5% step added to table	0.00%	Captured in 2018 - 2020 MOU
CPSA	0.00%	0.00%	0.00%	0.00%	2.5% step added to table for 3% CalPERS "Cost Sharing" .6% one-time offset	2.09% increase for 3% CalPERS "Cost Sharing"	Captured in 2018 - 2019 MOU
MGMT	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	PBR expired 6/30/2018 - no new contract as of yet
PSM	0.00%	0.00%	5% for PD (due to CPOA increase)	January - PD - 2.4% increase for 3% CalPERS "Cost Sharing"	Fire - 2.4% increase for 3% CalPERS "Cost Sharing"	0.00%	Captured in 2018 - 2020 PBR
CONFID	0.00%	0.00%	0.00%	July - .5% one-time offset	2.5% step added to table for 3% CalPERS "Cost Sharing"	0.00%	2019 - 2022 MOU Salaries increased .014% to match salary range specified in UPEC 1/1/16 - 6/30/19 MOU

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History of Formula Increases Summary

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Bargaining Units	Unit Salary Redirection	Total increases from January 1997 to 2019
UPEC	1.5% (4) 1% (2) 2% (7) 3.68% (2 - 2019)	52.9% 3% @ 60, with 2.5% City pickup of PERS Voluntarily reduced 2009 & 2010 increases to 1% due to budget problems 2.5% step addition 2.5% salary increase (2019)
SEIU - TC	2.5% (4), 1% (2)	56.025% 3% @ 60, with 2.5% City pickup of PERS Voluntarily reduced 2009 & 2010 increases to 1% due to budget problems 3.30% salary increase (2018)
LOCAL 39	2.5% (4), 1% (2)	48.45% 3% @ 60, with 2.5% City pickup of PERS Voluntarily reduced 2009 & 2010 increases to 1% due to budget problems 3% H Step added to salary table
IAFF	12% (7)	73.1% 3% @ 50
CPOA	.99% (1), 1% (7)	66.78% 3% @ 50, with 9% City pickup of PERS 5% step + 2.5% step addition + 2.5% step addition 10% Deferred Compensation Match Voluntarily reduced 2009 & 2010 increases to 0% due to budget problems
CPSA	1.62% (2), .7% (5), 2.45% (6), 1% (7)	52.87% or 42.87% depending upon position 3% @ 60 5% step addition + 2.5% step addition 10% Deferred Compensation Match
MGMT	2% (2), 1% (4), 1% (7)	41.33% 3% @ 60, with 2% City pickup of PERS Voluntarily reduced 2009 & 2010 increases to 1% due to budget problems
PSM	1% (7)	Fire - 51.73%, PD - 56.73% 3% @ 50 Voluntarily reduced 2009 & 2010 increases to 1% due to budget problems
CONFID	2% (2), 1% (4), 1% (7)	47.464% 3% @ 60, with employees paying 5% more of contribution and taking 1.5% pay reduction Voluntarily reduced 2009 & 2010 increases to 1% due to budget problems 2.5% step addition

Footnotes:

- | | |
|--|---|
| 1 Redirect salary to Retirement Medical Trust | 5 Redirect salary to Premium Holiday Pay |
| 2 Redirect salary to EPMC Special Compensation | 6 Redirect salary to POST Certification Pay |
| 3 Redirect salary to Deferred Compensation | 7 Voluntarily reduced increases due to budget concessions |
| 4 City pickup of PERS | |

City of Chico - Human Resources Risk Management

Health Insurance: Medical, Dental, and Vision

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Bargaining Units	Medical Insurance PPO 90/10	Medical Insurance PPO 80/20	Medical Insurance EPO	Medical Insurance HDHP	HSA Contribution *
THIS INFORMATION IS NOW UPDATED AND MAINTAINED ANNUALLY IN THE CITY'S BENEFITS GUIDEBOOK					