



City of Salinas

Employee Benefits

Salary Schedule

The City maintains a six-step salary schedule with steps in five percent (5%) increments. Appointments are normally made at the first step. After successful completion of a six-month probationary period, consideration is given for promotion to the second step. Employees appointed at a higher step will be eligible for consideration for the next step after one year, providing they successfully complete the six-month probationary period. Public safety employees have a twelve-month probationary period.

Pre-Placement Physical Examination and Drug and Alcohol Testing Policy

All candidates offered employment must pass a pre-placement medical examination, which includes a drug and alcohol screening test, prior to final appointment. Hiring decisions may be based upon results of the pre-placement medical examination and drug and alcohol screening. Positive samples from the drug and alcohol screening are retained for 90 days from date of test results notification. Applicants with a positive result must notify the City, in writing, prior to the expiration of 90 days to request retention on an eligibility list beyond the 90 day period. A copy of the City's Drug and Alcohol Testing Policy is available from the Human Resources Office upon request.

Benefits

Benefits are provided to all employees and vary by bargaining unit and employee association. Benefits are subject to change and do not constitute a contract. Benefits are pro-rated for part-time 20 hour and 30 hour regular employees. Temporary employees do not receive benefits other than workers compensation. The current bargaining units and employee associations recognized by the City are as follows:

AMPS	Association of Management Personnel
CONF NON-MGT	Confidential Non-Management
CONF MGT	Confidential Management
FSA	Fire Supervisors Association
IAFF	International Association of Firefighters

PMA	Police Managers Association
SEIU	Service Employees International Union - Blue Collar
SEIU CS	Service Employees International Union - Crew Supervisors
SPOA	Salinas Police Officers Association
SMEA	Salinas Municipal Employees Association

Annual Leave

Bargaining Units: ALL (except IAFF)

Annual Leave, which may be used for vacation and/or sick leave, is accrued at a rate of 22 days per year for the first five years; 27 days per year for years six through 10, with additional longevity increases in annual leave after ten years of employment.

Bargaining Unit: IAFF

Annual Leave for members of IAFF is based on years of employment and scheduled shift hours.

<u>Years Employed</u>	<u>Hours of Leave Per Year</u>	
	53 hour shift	40 hour shift
1-3	212	160
4-5	265	200
6-10	297	224
11-15	334	252
16-17	353	266
18-19	371	280
20-25	390	294
25 +	408	308

Biennial Physical Examination

Bargaining Units: ALL

The City provides a city-paid biennial physical examination every 24 months. Employees age 40 and over are eligible for the physical examination every 18 months.

Bilingual Pay

Bargaining Units: ALL

A pay premium of 5% of base salary is available for employees holding designated positions and who qualify through testing procedures.

Credit Union**Bargaining Units: ALL**

Credit Union membership is available to all employees with direct deposit and payroll deductions.

Deferred Compensation**Bargaining Units: ALL**

The City maintains several deferred compensation programs that are available to all employees.

Differential Pay Premium**Bargaining Units: SEIU**

A night shift differential of five percent (5%) is available for employees assigned to work a shift when the employee is on duty at midnight..

Bargaining Units: SMEA

A differential of five percent (5%) is available for employees in the Library on the days they are assigned to work a split shift. A five percent (5%) retention differential is also available to certain employees in the Police Department depending on specific assignments.

Bargaining Units: SPOA

A differential of 5% is paid for the following assignments: motorcycle, canine, DARE/SRO, detective, community relations, CSI, field training officer, violence suppression unit, personnel and training, internal affairs, corporal rank.

Night Shift Differential**Bargaining Units: SPOA**

Ten dollars (\$10.00) per shift differential payment will be paid to unit employees working shifts where employees are on duty at midnight. An additional ten dollars (\$10.00) for a total of \$20.00 to be paid to unit employees with ten (10) years or more service as a sworn police officer with the Salinas Police Department.

Special/Differential Pay

Bargaining Units: IAFF

An employee assigned to the following responsibilities by the Fire Chief shall receive additional compensation calculated to base salary. Employees may have no more than two specialties and shall not exceed seventeen and one-half percent (17.5%). Bilingual pay is not subject to the cap. Mechanic – 10%; Senior Mechanic – 12.5%; Platoon Training Coordinator – 5%; Shift Inspector – 5%; Hazardous Materials Team member – 5%; Paramedic – 12.5%; Air Mask Technician – 2.5%; EMS-Platoon Training Coordinator – 5%; NFIRS report checker – 2.5%.

Bargaining Units: SMEA

Recruitment & Retention Premium for Police Department Clerical Assignments – 5%
Employees in the classification of Police Clerk, Supervising Police Clerk, Word Processing Operator, and Supervising Word Processing Operator who are specifically assigned by the Police Chief or his/her designee to conduct strip searches, observe and collect urine, work holidays and weekends on a regular basis or work the majority of their assigned shift during the hours of 5:00 pm and 8:00 am.

Bargaining Units: SEIU

A five percent (5%) shift differential for those assigned between 12:00 am and 2:00 am. A five percent (5%) differential will be paid to employees outside of facilities maintenance who are assigned to perform U.S.A. electrical markings which is beyond their classification. A three percent (3%) differential shall be paid to all employees who hold a valid California Commercial Driver's License.

Bargaining Units: SEIU CS

Employees assigned by management to perform specific duties shall receive compensation as follows: Night watering – 5%; Chipper operation (non forestry employee) – 5%; Ball field light maintenance - \$5.00 per hour; Tree trimming (with specifics) – 5%.

Special License or Certification Fees

Bargaining Units: SEIU CS

Employees will be eligible for a maximum of five percent (5%) of base salary for certification pay (2.5%) per certification as listed: Pesticide applicators certificate; Backflow testing certificate; Arborist certificate; Wastewater certificate; PC832 certificate; Pool certificate; EPA608 certificate; GCSAA certificate.

Flexible Compensation

Bargaining Units: SMEA, SEIU, CONF NON-MGT

The flexible compensation benefit equals five percent (4% for SEIU) of the employees annual base salary and may be used for supplemental life insurance, deferred compensation, leave time or cash.

Management Leave

Bargaining Units: AMPS, CONF MGT, SEIU CS

The City of Salinas provides 130 hours of management leave per year. This leave may be used for time off or cash.

Health Insurance

Bargaining Units: AMPS, SMEA, SEIU, SEIU CS, CONF NON-MGT.

The City pays 100% of the cost of the CalPERS Choice Health plan, Delta Dental Plan and medical Eye Services for employees and their eligible dependents. Other PERS Health coverage may be available depending upon the location of your residence. If an employee elects a health plan other than PERS Choice, the City will contribute an amount equal to the premium of the CalPERS Choice Health Plan.

The City contributes \$684.11 to a cafeteria plan for employees in Conf-Mgmt and SEIU Crew Sups.

Certification Pay

Bargaining Units: SMEA

Employees shall be provided two and one-half percent (2.5%) premium pay for each additional job related certification, not required for the position, contingent upon Department Director approval, for a maximum of seven and one-half (7.5%). Classifications included in this certification pay are: Building Inspector series; Code Enforcement; Building Permit Specialists; Plan Checkers; Fire Plan Checkers; Fire Inspectors; Professional Engineers.

Longevity Pay

Bargaining Units: ALL

Employees who have attained twenty (20) years of service with the City of Salinas shall permanently receive a longevity pay incentive of an additional five percent (5%) base salary.

Holidays

Bargaining Units: SMEA, SEIU, SEIU CS, AMPS, CONF NON-MGT, CONF MGT

The City of Salinas provides a total of fourteen (14) holidays, of which two are floating holidays. Holidays are calculated at 8 hours per day.

Bargaining Units: IAFF

The City of Salinas provides a total of twelve (12) holidays. Holidays are calculated at 8 hours per day for a 40-hours per week employee and 11.2 hours for a 56-hours per week employee.

Bargaining Units: FSA

The City of Salinas provides a total of thirteen (13) holidays, of which one is a floating holiday. Holidays are calculated at 8 hours per day for a 40-hours per week employee and 11.2 hours for a 56-hours per week employee.

Bargaining Units: SPOA, PMA

The City of Salinas provides a total of thirteen (13) holidays, of which one is a floating holiday. Holidays are calculated at 8 hours per day.

Educational Incentive

Bargaining Units: AMPS, CONF MGT

The City will compensate any employee who holds a bachelor's degree with two and one-half percent (2.5%) pay to base salary. The City will compensate any employee who holds a graduate degree that is determined to be job related, with a two and one-half percent (2.5%) pay to base salary. Must be an accredited college or university.

Bargaining Units: CONF NON-MGT

Upon verification, employees are eligible for a monthly educational achievement pay based upon

completion of semester college units from an accredited college or university: Bachelor's degree = \$150; Associate's degree or ninety (90) units = \$120; Sixty (60) units = \$90; Thirty (30) units = \$60.