

CITY OF CONCORD

COMPENSATION MATRIX

	CITY MANAGER	CITY ATTORNEY	EXECUTIVES AND MANAGERS	CONFIDENTIAL EMPLOYEE GROUP	POLICE MANAGEMENT ASSOCIATION	POLICE OFFICERS ASSOCIATION	LOCAL 29 <i>(OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION)</i>	LOCAL 1 ATC AND F&O <i>(ADMINISTRATIVE, TECHNICAL, & CLERICAL) (FIELD & OPERATIONS)</i>
Contract Date	Currently Vacant	Currently Vacant	Effective 7/11/11	Effective 7/11/11	10/9/07 – 7/10/11 Ext to 6/30/14	7/10/07 – 7/10/11 Ext to 6/30/14	7/8/02 – 7/12/09 Ext to 6/30/12	7/8/02 – 7/5/09 Ext to 6/30/12
Compensation Plans								
COLA, step, and merit pay increases have been suspended until further notice for Local 1, Local 29, and unrepresented employee groups. A 5% (13-day) furlough reduction program has been implemented for FY 11/12 for Local 1, Local 29, and unrepresented employee groups.								
Most Recent COLA			N/A	3% - 10/6/08	2.5% - 1/2011	2.5% - 1/2011	3.05% less .224% for health cost sharing - 7/14/08	3.05% less .378% for health cost sharing - 7/14/08
Next COLA			N/A	N/A	N/A	N/A	N/A	N/A
Previous COLA			N/A	3.5% - 10/8/07	2.5% - 7/2010	2.5% (Officers) 3.5% (Sergeants) 7/2010	2.85% - 7/2/07	2.70% - 7/2/07
Pay for Performance			<i>Suspended in FY 11/12</i> Pay increase and bonus dependent upon performance evaluation	N/A	Converted to a COLA & grade/step system effective 10/9/07	N/A	N/A	N/A
PERS Plan – Tier II Effective Nov. 2010			Tier I: 2.5% @ 55 Tier II: 2% @ 55	Tier I: 2.5% @ 55 Tier II: 2% @ 55	3% @ 50	3% @ 50	Tier I: 2.5% @ 55 Tier II: 2% @ 55	Tier I: 2.5% @ 55 Tier II: 2% @ 55
PERS City Contribution			18.775%	18.775%	28.822%	28.822%	18.775%	18.775%
PERS City-paid Employee Contribution			Tier I: ER pays 3%; EE pays 5% Tier II: ER pays 2%; EE pays 5%	Tier I: ER pays 3%; EE pays 5% Tier II: ER pays 2%; EE pays 5%	4%; EE pays 5%	4%; EE pays 5%	Tier I: ER pays 3%; EE pays 5% Tier II: ER pays 2%; EE pays 5%	Tier I: ER pays 3%; EE pays 5% Tier II: ER pays 2%; EE pays 5%
Deferred Compensation 401(k) or 457 Plan			Employee-paid optional program	Employee-paid optional program	Employee-paid optional program	Employee-paid optional program	Employee-paid optional program	Employee-paid optional program
City-paid 401(k) or 457 Plan			<i>Suspended in FY 11/12 for Executives only</i> 3% 401(k)	2% 401(k)	3% 401(k)	N/A	N/A	N/A

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City-paid Flexible Benefit			<i>Suspended in FY 11/12</i> \$2,000 annually	\$1,000 annually	\$2,000 annually	N/A	N/A	N/A
Car Allowance			Vehicle provided for Chief of Police only	N/A	N/A	N/A	N/A	N/A
Uniform Allowance (annual)			Chief of Police: \$1,150 <i>In accord w/ PMA</i>	N/A	7/10 - \$1,150	7/10 - \$1,150	7/08 - \$240	7/08 - \$240
Shoe Allowance			N/A	N/A	N/A	N/A	Annually 7/10 - \$150	Annually 7/08 - \$240
Training Pay			N/A	N/A	2.5% pay for program year (Aug-July) while enrolled in 6 sem. or 9 qtr. units OR 100 hrs of specialized off-duty instruction or research project w/ Chief approval. Not in base pay, but PERS earnings.	2.5% pay for program year (Aug-July) while enrolled in 6 sem. or 9 qtr. units OR 100 hrs of specialized off-duty instruction or research project w/ Chief approval. Not in base pay, but PERS earnings.	N/A	N/A
Tuition Reimbursement (including materials) No reimbursement limit on public school tuition or materials			\$1,500 annually – private institution	\$600 annually – private institution	\$1,500 annually – private institution	\$1,500 annually – private institution	\$600 annually – private institution	\$600 annually – private institution

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Educational Incentive Pay			N/A	N/A	N/A	N/A	1% pay bonus for 2-3 CEU's or = hrs. 3% pay bonus for 4-6 CEU's or = hrs. 5% pay bonus for 7+ CEU's or = hrs. Calculated on prior year gross wages (PERS).	N/A
Duty Differential Pay			N/A	N/A	N/A	5% over base (PERS). Applies only to hrs worked when regularly assigned. Duties: FTO; Squad Leader; 2 nd in Command of Patrol Squad; Acting as Sergeant; Directing & Training Functions	N/A	5% - Lead Equip. Mechanic; 5-10% - Operating heavy trucks or equip. when not in job class; 10% - High climbing \$16.00/hr. – Matron Duty. Paid over base pay (PERS). Applies only to hrs worked. Does not include holidays, vacation, etc.
Shift Differential Pay			N/A	N/A	N/A	3% - Swing 2 (12.5 hr shifts) 5% - Swing 8% - Graveyard	N/A	Night shift – \$1.30/hr. all classes except \$1.50/hr. for Dispatcher II, Lead Dispatcher & Forensic Spec. II

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Specialty Pay			N/A	N/A	N/A	5% - Corporal Pay \$395.51/mo. – K9 3% - SWAT 3% - 1 st Technical 5% - 2 nd Technical (Detectives, Traffic, PIO, DARE, School Resource Officer, SET, Foot Patrol, Downtown Beat, and CSI) Not in base pay, but PERS earnings. Paid for non-work time (holidays, sick, vacation, etc.)	N/A	N/A
Field Training Officer Pay			N/A	N/A	N/A	5% differential applied to the top step of the range (not including PPP or MPO/MPS). Not paid for non-work time (holidays, sick, vacation, etc.)	N/A	N/A
Police Professionalization Pay (PPP)			N/A	N/A	5% - 7.5% in base pay for Master's degree & POST certification	5% - 10% in base pay for Bachelor's degree & POST certification	N/A	N/A
Master Police Officer / Sergeant Pay (MPO/MPS)			N/A	N/A	N/A	10% - Officer 5% - Sergeant 1 10% - Sergeant 2 In base pay. Paid for non-work time (holidays, sick, vacation, etc.)	N/A	N/A
Certification Pay			N/A	N/A	N/A	N/A	N/A	\$120/mo for Latent Print Examiner Cert.
Bilingual Pay			N/A	\$120/mo.	N/A	\$250/mo.	\$120/mo.	\$120/mo.

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Call Back Pay			N/A	N/A	N/A	After workday - Min. 3 hours OT or comp time On Holiday or day off – Min. 4 hours OT or comp time	N/A	After workday or on scheduled day off – Min. 2 hours OT or comp time
Stand By Pay			N/A	N/A	N/A	\$200/week	N/A	\$26.25/day – Weekends & Holidays \$10.00/night – weeknights
Court Appearance Pay			N/A	N/A	Weekday – OT rate, minimum 3 hours. Weekend – OT rate, min 4 hours. When cancelled < 6 hrs notice, OT rate, min 3 hours. See contract for multi appearances.	OT rate, minimum 4 hours. When cancelled < 6 hrs notice, OT rate, min 3 hours. See contract for multi appearances.	N/A	N/A
Health Plans								
Medical Plan - City-paid premium is up to 94% of Kaiser rate. Rates effective 1/1/12: <i>EE = \$610.44/mo. EE+1 = \$1220.88/mo. Family = \$1587.14/mo.</i>			Effective January 2011, EE contributes 50% of future health benefit increases or decreases in the Kaiser rate. Current contribution: EE = \$38.94/mo EE+1 = \$77.88/mo Family = \$101.24/mo	Effective January 2011, EE contributes 50% of future health benefit increases or decreases in the Kaiser rate. Current contribution: EE = \$38.94/mo EE+1 = \$77.88/mo Family = \$101.24/mo	Effective January 2011, EE contributes 50% of future health benefit increases or decreases in the Kaiser rate. Current contribution: EE = \$38.94/mo EE+1 = \$77.88/mo Family = \$101.24/mo	Effective January 2011, EE contributes 50% of future health benefit increases or decreases in the Kaiser rate. Current contribution: EE = \$38.94/mo EE+1 = \$77.88/mo Family = \$101.24/mo	Effective January 2011, EE contributes 50% of future health benefit increases or decreases in the Kaiser rate. Current contribution: EE = \$38.94/mo EE+1 = \$77.88/mo Family = \$101.24/mo	Effective January 2011, EE contributes 50% of future health benefit increases or decreases in the Kaiser rate. Current contribution: EE = \$38.94/mo EE+1 = \$77.88/mo Family = \$101.24/mo

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Dental Plan - City-paid premium Delta Dental rates effective 1/1/11			EE = \$47.70/mo. EE+1 = \$92.96/mo. Family = \$151.31/mo. Max benefit = \$1,000/yr w/ 20% co-pay. Ortho=\$2,000 lifetime w/ 50% co-pay. Prosthetic = 50%	EE = \$47.70/mo. EE+1 = \$92.96/mo. Family = \$151.31/mo. Max benefit = \$1,000/yr w/ 20% co-pay. Ortho=\$2,000 lifetime w/ 50% co-pay. Prosthetic = 50%	EE = \$49.45/mo. EE+1 = \$98.29/mo. Family = \$173.46/mo. Max benefit = \$1,000/yr w/ 20% co-pay. Diagnostic & Prevent = 80% Basic = 80% Prosthetic = 50% Ortho=\$4,000 lifetime w/ 20% co-pay.	EE = \$54.94/mo. EE+1 = \$109.31/mo. Family = \$195.29/mo. Max benefit = \$1,000/yr w/ no co-pay. Diagnostic & Prevent = 100% Basic = 80% Crowns & Restoration = 80% Prosthetic = 50% Ortho=\$5,000 lifetime w/ 20% co-pay.	EE = \$47.70/mo. EE+1 = \$92.96/mo. Family = \$151.31/mo. Max benefit = \$1,000/yr w/ 20% co-pay. Ortho=\$2,000 lifetime w/ 50% co-pay. Prosthetic = 50%	EE = \$47.70/mo. EE+1 = \$92.96/mo. Family = \$151.31/mo. Max benefit = \$1,000/yr w/ 20% co-pay. Ortho=\$2,000 lifetime w/ 50% co-pay. Prosthetic = 50%
Vision Plan - City-paid & employee-paid premium VSP rates effective 1/1/11			Employee-paid; optional EE = \$10.95/mo. EE+1 = \$15.67/mo. Family = \$27.71/mo. Exams & Lenses = 100% after \$20 co-pay (annually) Frames = \$120 + 20% co-pay (annually) Contacts in lieu of frames = \$120, no co-pay (annually); 15% off separate contact lens exam within 12 mos. of eye exam	City-paid EE = \$9.51/mo. EE+1 = \$13.58/mo. Family = \$23.96/mo. Exams & Lenses = 100% after \$20 co-pay (annually) Frames = \$120 + 20% co-pay (annually) Contacts in lieu of frames = \$120, no co-pay (annually); 15% off separate contact lens exam within 12 mos. of eye exam	Employee-paid; optional EE = \$10.95/mo. EE+1 = \$15.67/mo. Family = \$27.71/mo. Exams & Lenses = 100% after \$20 co-pay (annually) Frames = \$120 + 20% co-pay (annually) Contacts in lieu of frames = \$120, no co-pay (annually); 15% off separate contact lens exam within 12 mos. of eye exam	City-paid EE = \$9.51/mo. EE+1 = \$13.58/mo. Family = \$23.96/mo. Exams & Lenses = 100% after \$20 co-pay (annually) Frames = \$120 + 20% co-pay (annually) Contacts in lieu of frames = \$120, no co-pay (annually); 15% off separate contact lens exam within 12 mos. of eye exam	Employee-paid; optional EE = \$10.95/mo. EE+1 = \$15.67/mo. Family = \$27.71/mo. Exams & Lenses = 100% after \$20 co-pay (annually) Frames = \$120 + 20% co-pay (annually) Contacts in lieu of frames = \$120, no co-pay (annually); 15% off separate contact lens exam within 12 mos. of eye exam	Employee-paid; optional EE = \$10.95/mo. EE+1 = \$15.67/mo. Family = \$27.71/mo. Exams & Lenses = 100% after \$20 co-pay (annually) Frames = \$120 + 20% co-pay (annually) Contacts in lieu of frames = \$120, no co-pay (annually); 15% off separate contact lens exam within 12 mos. of eye exam

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Life Insurance City-paid premium: \$0.115 per \$1,000 of coverage Rates effective 1/1/10			Twice annual salary; up to \$400,000 max	Twice annual salary; up to \$400,000 max	Twice annual salary; up to \$400,000 max	Twice annual salary; up to \$400,000 max	Twice annual salary; up to \$400,000 max	Twice annual salary; up to \$400,000 max
Supplemental Life Insurance			Employee-paid optional program	Employee-paid optional program	Employee-paid optional program	Employee-paid optional program	Employee-paid optional program	Employee-paid optional program
AD & D Insurance			Employee-paid optional program	Employee-paid optional program	Employee-paid optional program	Employee-paid optional program	Employee-paid optional program	Employee-paid optional program
Short Term Disability (9 weeks) City-paid premium: \$0.12 per \$10/mo. salary Rates effective 1/1/10			Two-thirds (2/3) monthly salary; \$4,800 monthly max	Two-thirds (2/3) monthly salary; \$4,800 monthly max	N/A	N/A	Two-thirds (2/3) monthly salary; \$4,800 monthly max	Two-thirds (2/3) monthly salary; \$4,800 monthly max
Long Term Disability City-paid premium: \$0.39 per \$100 of mo. salary Rates effective 1/1/10			Two-thirds (2/3) monthly salary; \$5,000 monthly max	Two-thirds (2/3) monthly salary; \$5,000 monthly max	Two-thirds (2/3) monthly salary; \$5,000 monthly max	Two-thirds (2/3) monthly salary; \$5,000 monthly max	Two-thirds (2/3) monthly salary; \$5,000 monthly max	Two-thirds (2/3) monthly salary; \$5,000 monthly max

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Employee Assistance Program City-paid premium: \$7.35 per EE/month			Six (6) sessions per year for EE & eligible dependents	Six (6) sessions per year for EE & eligible dependents	Eight (8) sessions per year for EE & eligible dependents	Eight (8) sessions per year for EE & eligible dependents	Six (6) sessions per year for EE & eligible dependents	Six (6) sessions per year for EE & eligible dependents
Retiree Medical City-paid premium is up to 94% of Kaiser rate Rates effective 1/1/12: EE = \$610.44/mo. EE+1 = \$1220.88/mo. Family = \$1587.14/mo.			Offered to eligible employees and dependents. Retiree contributes 50% of future health benefit increases or decreases in the Kaiser rate. Current contribution: EE = \$38.94/mo EE+1 = \$77.88/mo Family = \$101.24/mo	Offered to eligible employees and dependents. Retiree contributes 50% of future health benefit increases or decreases in the Kaiser rate. Current contribution: EE = \$38.94/mo EE+1 = \$77.88/mo Family = \$101.24/mo	Offered to eligible employees and dependents. Retiree contributes 50% of future health benefit increases or decreases in the Kaiser rate. Current contribution: EE = \$38.94/mo EE+1 = \$77.88/mo Family = \$101.24/mo	Offered to eligible employees and dependents. Retiree contributes 50% of future health benefit increases or decreases in the Kaiser rate. Current contribution: EE = \$38.94/mo EE+1 = \$77.88/mo Family = \$101.24/mo	Offered to eligible employees and dependents. Retiree contributes 50% of future health benefit increases or decreases in the Kaiser rate. Current contribution: EE = \$38.94/mo EE+1 = \$77.88/mo Family = \$101.24/mo	Offered to eligible employees and dependents. Retiree contributes 50% of future health benefit increases or decreases in the Kaiser rate. Current contribution: EE = \$38.94/mo EE+1 = \$77.88/mo Family = \$101.24/mo
Leave Plans								
Vacation Accrual (annually)			1 st : 15 days 2 nd : 17 days 3 rd – 7 th : 20 days 8 th – 9 th : 21 days 10 th –12 th : 22 days 13 th -14 th : 24 days 15 th -19 th : 26 days 20 th & +: 27 days	1 st : 10 days 2 nd : 12 days 3 rd – 7 th : 15 days 8 th – 9 th : 16 days 10 th –12 th : 17 days 13 th -14 th : 19 days 15 th -19 th : 21 days 20 th & +: 22 days	1 st : 15 days 2 nd : 17 days 3 rd – 7 th : 20 days 8 th – 9 th : 21 days 10 th –12 th : 22 days 13 th -14 th : 24 days 15 th -19 th : 26 days 20 th -25 th : 27 days 26 th & +: 28 days	1 st : 10 days 2 nd : 12 days 3 rd – 7 th : 15 days 8 th – 9 th : 16 days 10 th –12 th : 17 days 13 th -14 th : 19 days 15 th -19 th : 21 days 20 th -24 th : 22 days 25 th & +: 25 days	1 st : 10 days 2 nd : 12 days 3 rd – 7 th : 15 days 8 th – 9 th : 16 days 10 th –12 th : 17 days 13 th -14 th : 19 days 15 th -19 th : 21 days 20 th & +: 22 days	1 st : 10 days 2 nd : 12 days 3 rd – 7 th : 15 days 8 th – 9 th : 16 days 10 th –12 th : 17 days 13 th -14 th : 19 days 15 th -19 th : 21 days 20 th & +: 22 days
Sick Accrual			12 days/year	12 days/year	12 days/year	12 days/year	12 days/year	12 days/year
Admin Leave			80 hrs per FY	N/A	Up to 110 hrs per FY	N/A	N/A	N/A
Bereavement (no accrual)			3 days	3 days	3 days	N/A - Sick leave accrual used	3 days	4 days (in-state) 5 days (out/state)