



CITY OF TRACY COMPENSATION & BENEFIT MATRIX

Employee Unit	Confidential Employee Unit (CEU)	Tracy Mid-Managers Bargaining Unit (TMMBU)	Tracy Technical Support Services Employee Association (TTSSEA)	Tracy Police Management Association (TPMA)	Tracy Police Officers' Association (TPOA)	Teamsters Local 439, I.B.T.	Limited Service Employees (LSE)	City Manager	City Attorney	Department Heads
Contract Date:	July 1, 2023 – June 30, 2025	July 1, 2023 – June 30, 2025	July 1, 2023 – June 30, 2025	July 1, 2023 – June 30, 2025	July 1, 2023 – June 30, 2025	July 1, 2023 – June 30, 2025	Oct.1, 2023 - September 30, 2025	Effective December 19, 2023	Effective April 25, 2023	July 1, 2023 – June 30, 2025
Most Recent COLA	3.5% - 7/2/2023	3.5% - 7/2/2023	3.5% - 7/16/2023	3.5% - 7/2/2023	3.5% - 8/13/2023	3.5% - 7/16/2023	3.5% - 10/1/2023	3.5% - 7/2/2023	3.5% - 7/2/2023	3.5% - 7/2/2023
Next COLA	3.5% - 6/30/2024	3.5% - 6/30/2024	3.5% - 6/30/2024	3.5% - 6/30/2024	3.5% - 6/30/2024	3.5% - 6/30/2024	3.5% - 10/1/2024	3.5% - 6/30/2024	3.5% - 6/30/2024	3.5% - 6/30/2024
Equity Adjustments		City Clerk – 2.1% Eff. 7/02/2023 Fleet Supervisor – 4.1% Eff. 7/02/2023			Sergeant – 2.1% Eff. 8/13/2023				3.9% Eff. 04/23/2023	
CalPERS Plan Tier I Tier II PEPRA (1/1/2013)	Tier I: 2.5% @ 55 Tier II: 2% @ 55 PEPRA: 2% @ 62	Tier I: 2.5% @ 55 Tier II: 2% @ 55 PEPRA: 2% @ 62	Tier I: 2.5% @ 55 Tier II: 2% @ 55 PEPRA: 2% @ 62	Tier I: 3% @ 50 Tier II: 3% @ 55 PEPRA: 2.7% @ 57	Tier I: 3% @ 50 Tier II: 3% @ 55 PEPRA: 2.7% @ 57	Tier I: 2.5% @ 55 Tier II: 2% @ 55 PEPRA: 2% @ 62	For those with more than 1,000 hrs. and enrolled in CalPERS Tier I: 2.5% @ 55 Tier II: 2% @ 55 PEPRA: 2% @ 62	Tier I: 2% @ 55	Tier I: 2.5% @ 55 Tier II: 2% @ 55 PEPRA: 2% @ 62	Tier I: 2.5% @ 55 Tier II: 2% @ 55 PEPRA: 2% @ 62 <u>Police Chief:</u> Tier I: 3% @ 50 Tier II: 3% @ 55 PEPRA: 2.7% @ 57
CalPERS City Contribution	25.72%	25.720%	25.720%	43.45%	41.56%	25.75%	24.150%	24.150%	24.150%	25.72% Non-sworn 41.56% Sworn
Cal PERS Employee-Paid Member Contribution	Tier I: 8% Tier II: 7% PEPRA: 50% of normal cost EE's pay additional 3% of employer cost	Tier I: 8% Tier II: 7% PEPRA: 50% of normal cost	Tier I: 8% Tier II: 7% PEPRA: 50% of normal cost	Tier I: 9% Tier II: 9% PEPRA: 50% of normal cost EE's pay additional 3% of employer cost	Tier I: 9% Tier II: 9% PEPRA: 50% of normal cost EE's pay additional 3% of employer cost	Tier I: 8% Tier II: 7% PEPRA: 50% of normal cost	Tier I: 8% Tier II: 7% PEPRA: 50% of normal cost	Tier I: 7%	Tier I: 8% Tier II: 7% PEPRA: 50% of normal cost	Tier I: 8% Tier II: 7% PEPRA: 50% of normal cost <u>Police Chief:</u> Tier I: 9% Tier II: 9% PEPRA: 50% of normal cost
Social Security (applies to all	City Pays 6.2% + 1.45% Medicare	City Pays 6.2% + 1.45% Medicare	City Pays 6.2% + 1.45% Medicare	<i>Public Safety does not participate in Social Security</i>		City Pays 6.2% + 1.45% Medicare	City Pays 6.2% + 1.45% Medicare			

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<i>except TPMA & TPOA)</i>	Employee Pays 6.2% + 1.45% Medicare Max Taxable Earnings in 2023 = \$160,200	Employee Pays 6.2% + 1.45% Medicare Max Taxable Earnings in 2023 = \$160,200	Employee Pays 6.2% + 1.45% Medicare Max Taxable Earnings in 2023 = \$160,200			Employee Pays 6.2% + 1.45% Medicare Max Taxable Earnings in 2023 = \$160,200	Employee Pays 6.2% + 1.45% Medicare Max Taxable Earnings in 2023 = \$160,200			
Deferred Compensation 401(a) or 457 Plan	401(a) & 457 Employee Paid Optional Program	457 Employee Paid Optional Program					N/A	401(a) or 457 Plan Employee Optional Program	401(a) or 457 Plan Employee Optional Program	401(a) or 457 Plan Employee Optional Program
City-Paid Deferred Compensation or Matching Contribution	Up to 5% matching contribution based upon employees' contribution	Up to 5% matching contribution based on employees' contribution	Up to 5% matching contribution based upon employees' contribution	Up to 2.5% matching contribution based on employees' contribution	City contributes 2.5% of ee's base rate of pay into ee's deferred compensation plan	Up to 2.5% matching contribution based on employees' contribution	N/A	City Pays 5% to Employee 401(a) Plan	City Pays 5% to Employee 401(a) Plan	City Pays 5% to Employee 401(a) Plan
Education Expense Reimbursement	\$5,000/yr. \$20,000 lifetime max.	\$5,000/yr. \$20,000 lifetime max.	\$2,500/yr.	\$5,000/yr. \$20,000 lifetime max.	\$5,000/yr. \$20,000 lifetime max.	\$5,000/yr. \$20,000 lifetime max.	N/A	\$5,000/yr. \$20,000 lifetime max.		
Cell Phone Stipend	Up to \$55/mo.	Up to \$55/mo.	Up to \$55/mo.	Up to \$55/mo.	Up to \$55/mo.	Up to \$55/mo.	N/A	\$660/yr.		Up to \$55/mo.
Car Allowance	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$700/mo.	\$500/mo.	
Uniform Allowance (Annual)	N/A	\$30.77/ pay period. – Comm. Pres. Mgr., PSD Sup., Code Comp. Analyst, PD Records Sup., Crime Scene Prop. Unit Sup., Animal Svcs. Sup.	\$32.70 / pay period. – Admin. Asst. at Animal Shelter and PRA I/II/Sr. City provides two (2) polo shirts and two (2)	\$38.46/pay period	Sworn - \$35/pay period	\$30.77/pay period. – CST, Animal Svc. Aide, ASO, Crime Prev. Spec., CSO, Prop. /Ev. Tech., Sr. Prop. /Ev. Tech., PSD, Code Enf. Officer	N/A	N/A	N/A	Police Chief: \$1,100/yr. at a rate of \$42.30 per pay period

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			pairs BDU pants provided for each employee upon hire and annually							
Boot Allowance & Prescription Safety Glasses	N/A	\$190 reimbursement for positions required to wear safety boots	N/A	N/A	N/A	Safety Boots: \$230/yr. Pres. Safety Glasses: \$190 every 24 mo.	N/A	N/A	N/A	N/A
Tool Replacement	N/A	N/A	N/A	N/A	N/A	\$250/yr. for personal tools upon Director approval	N/A	N/A	N/A	N/A
Training Pay	N/A	N/A	N/A	N/A	N/A	Police Dept.: CSO, CST, PSD & ASO assigned to provide in-house training will receive 5% above base pay during training hours only	N/A	N/A	N/A	N/A
Bilingual Pay	N/A	N/A	2% of base pay	2% of base pay	2% of base pay	2% of base pay	N/A	N/A	N/A	N/A
Educational Incentive Pay	N/A	N/A	N/A	5% for BA or MA Degree	5% for AA	N/A	N/A	N/A	N/A	N/A
Field Training Officer Pay	N/A	N/A	N/A	N/A	Officers – 5% for all hours worked in FTO capacity	N/A	N/A	N/A	N/A	N/A
Supervisory Premium Pay	N/A	N/A	N/A	10% of base rate of pay when assigned by Chief of Police to supervise in absence of Senior Manager	5% of base rate of pay when assigned by manager to supervise in absence of Sgt. Or Lt.	N/A	N/A	N/A	N/A	N/A

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Certification Pay	N/A	<p><u>Associate Engineer:</u> 5% of base pay for Professional Engineer (PE) License</p> <p><u>PSD Supervisor:</u> 2.5% of base pay for POST Dispatch Supervisor Cert.</p> <p><u>Plan Check Engineer:</u> 5.0% of base pay for Structural Engineer License</p>	N/A	<p>2.5% - POST Supervisory</p> <p>4.5% - POST Management</p>	<p>2.5% - POST Intermediate</p> <p>6.0 - POST Advanced</p> <p>8.5 % - POST Supervisory</p>	<p><u>Utilities Operators & WWPO:</u> 2.5% for Grade 4 or 5 WWTPO Cert.</p> <p><u>Utilities Operators & WTPO:</u> 2.5% Grade 4 or 5 WTPO Cert.</p> <p><u>Pesticide Applicators:</u> 2.5% for QAC, QAL or PCA License</p> <p><u>Crane Operator Cert:</u> 1.5%</p> <p><u>Equip. Mechanic:</u> 3% max for spec. certs.</p> <p><u>Bldg. Inspector:</u> 9% max for ICC Certs.</p> <p><u>Const. Inspector:</u> 3% max for spec. certs.</p> <p><u>Plans Examiner:</u> 9% max for spec. certs.</p> <p><u>Public Safety Dispatchers:</u> 3% for POST Intermediate Dispatcher Cert.</p> <p><u>Code Enf. Officer:</u> 3% for CACEO Cert.</p>	N/A	N/A	N/A	N/A

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						<u>CDL (Class A):</u> \$900/yr. <u>Universal EPA Cert.:</u> \$1,400/yr. (Bldg. MW or Utility Mech only) <u>Water Dist. Operator Cert.:</u> Grade 1 or 2 2.5% (Lab Tech or Electrician only) Grade 3 =3.5% (Electrician max 3.5%) <u>Hazard Pay:</u> 3% for hours worked (CPU only)				
Lateral Officer Referral Program	N/A	N/A	N/A	\$1000 for newly hired and retained lateral Police Officers	\$1000 for newly hired and retained lateral Police Officers	N/A	N/A	N/A	N/A	N/A
Shift Differential Pay	N/A	N/A	N/A	N/A	N/A	Evening Shift - \$1.10/hr. Night Shift - \$2.00/hr.	N/A	N/A	N/A	N/A
Meal Allowance	Non-Mgmt. Employees who perform two (2) hrs. Unanticipated OT = \$7	N/A	Unanticipated OT of two (2) hrs. or more = \$7	N/A	N/A	\$10 min. for 2 hrs. Unanticipated OT or standby longer than 4 hrs.	N/A	N/A	N/A	N/A

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Call Back Pay	N/A	3 hrs. @ 1.5 x base pay	N/A	N/A	3 hrs. @1.5 x base pay	2 hrs. @1.5 x base pay 3 hrs. @1.5x base pay on holiday	N/A	N/A	N/A	N/A
Holiday Pay	14 Paid Holidays/yr. (Includes 2 Floating Holidays)	14 Paid Holidays/yr. (Includes 2 Floating Holidays)	14 Paid Holidays/yr. (Includes 2 Floating Holidays)	Holiday In-Lieu: 6.5% of base hourly rate of pay	Holiday In-Lieu: 5.75% of base hourly rate of pay	14 Paid Holidays/yr. (Includes 2 Floating Holidays)	1.5 x hr. rate for all hours worked on City Observed Holidays	14 Paid Holidays/yr. (Includes 2 Floating Holidays)		
Special Assignment Pay	N/A	N/A	N/A	N/A	5% of base salary = Detective, SRO, NRO, Comm. Policing Sgt., Admin. Sgt./Chief of Staff Traffic Unit Sgt. K-9 = 30 min. OT/day Motorcycle = 3.96 hrs. OT/pay period	N/A	N/A	N/A	N/A	N/A
Stand By Pay	N/A	N/A	N/A	N/A	Detectives –2.29 hrs. straight time pay per day for every week assigned. Sgt. Assigned to GIU - \$134/pay period for Standby	16 hrs. 1x pay – for week on standby Callouts – 2 hrs. at OT rate (1 st two callouts) Callouts on Holiday – 4 hrs. at OT rate (1 st two call outs)	N/A	N/A	N/A	N/A
Court Appearance Pay	N/A	N/A	N/A	N/A	Contiguous with work shift 1 hr. of waiting time & OT for hours worked	OT rate 1 hr. continuous with normal shift OT rate min. 4 hrs. for days off,	N/A	N/A	N/A	N/A

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					Off-Duty – 4 hrs. at OT rate of pay	vacation or comp time				
Medical Plan Effective 1/1/2023	Kaiser HMO, POS, PPO, Sutter Plus HMO Cafeteria Plan – City contribution for maximum Family coverage contribution is \$3,033.63/mo. <i>(Includes medical, dental & vision)</i>			Kaiser HMO, POS, PPO, Sutter Plus HMO Cafeteria Plan – City contribution for maximum Family coverage contribution is \$2,994.13/mo. <i>(Includes medical, dental & vision)</i>		Kaiser or United Health Care City contributes \$1778/mo for Kaiser Plan & \$2314/mo. For UHC plan for medical, dental, vision & life insurance into Teamsters Managed Trust;	N/A	Kaiser HMO, POS, PPO, Sutter Plus HMO Cafeteria Plan – City contribution for maximum Family coverage contribution is \$3,033.63/mo. <i>(Includes medical, dental & vision)</i>		
Cash-in-Lieu of Medical Coverage	For EE's hired before 7/01/2007 - Max Cash Payment of \$996/mo. For EE's hired after 7/01/2007 – A benefit plan must be selected			For EE's hired before 6/01/2006 - Max Cash Payment of \$981.50/mo. For EE's hired after 6/01/2006 - A benefit plan must be selected	For EE's hired before 9/01/2006 - Max Cash Payment of \$943/mo. For EE's hired after 9/01/2006 - A benefit plan must be selected	N/A	N/A	For EE's hired before 7/01/2007 - Max Cash Payment of \$996/mo. For EE's hired after 7/01/2007 - A benefit plan must be selected		For EE's hired before 12/01/2007 - Max Cash Payment of \$996/mo. For EE's hired after 12/01/2007 - A benefit plan must be selected
Dental Plan – Effective 1/1/2023	Delta Dental: \$75.37/mo. Bright Now Dental: \$73.13/mo.					United Healthcare, Liberty Dental & Delta Dental	N/A	Delta Dental: \$75.37/mo. Bright Now Dental: \$73.13/mo.		
Vision Plan – Vision Service Plan Eff. 1/1/2023	VSP - \$14.77/mo.					VSP Included with Teamster Managed Trust	N/A	VSP - \$14.77/mo.		

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IRS Section 125 Plan – Pre-Tax Flexible Benefit Reimbursement	Employee Paid Optional Benefit - Sheakley FSA Health Expenses Annual Max. = \$3,050 Dependent Care Annual Max. = \$5,000						N/A	Employee Paid Optional Benefit - Sheakley FSA Health Expenses Annual Max. = \$3,050 Dependent Care Annual Max. = \$5,000		
EAP City-Paid Premium	City Pays for six (6) sessions (3 per six months) for employee and eligible dependents					City Pays for six (6) sessions (3 per six months) for employee and eligible dependents (Teamsters Local 439 also receives additional EAP benefits through Teamsters Managed Trust)	N/A	City Pays for six (6) sessions (3 per six months) for employee and eligible dependents		
Life Insurance – (Rate .24 cents/\$1,000 of coverage) Eff.1/1/2023	Mgmt. = \$150,000 Non-Mgmt. = \$75,000	\$50,000 max benefit	\$50,000 max benefit	\$50,000 max benefit	\$50,000 max benefit	\$30,000 max benefit	N/A	\$225,000 max benefit	\$225,000 max benefit	\$225,000 max benefit
Supplemental Life	Employee Paid Optional Benefit						N/A	Employee Paid Optional Benefit		
AD & D Insurance	Employee Paid Optional Benefit						N/A	Employee Paid Optional Benefit		
Short-Term Disability	Employee paid @ .83% of employee's earnings, per pay period, prior to applying taxes	Employees enroll in State Disability (SDI)	Employee paid @ .83% of employee's earnings, per pay period, prior to applying taxes			SDI – EE paid benefit @.9%, max wage base \$110,902 or \$998.12 tax. Paid Family Leave (PFL)	N/A	Employee paid @ .83% of employee earnings, per pay period, prior to applying taxes		

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Long-Term Disability	City Paid premium of .452% of monthly salary			PORAC - City Paid premium of \$19.50/mo. EE share = \$14.50/mo.	PORAC - City Paid premium of \$19.50/mo. EE share = \$14.50/mo.	N/A	N/A	City Paid premium of .452% of monthly salary		
Retiree Medical Leave Bank Conversion at Retirement	EE may convert all accrued unused sick leave at time of retirement to medical insurance bank <i>(# of hours x hourly rate of pay)</i>				EE's with at least 10 yrs. of service may elect to convert remaining sick leave hrs. at retirement to MLB <i>(# of hrs. by hourly rate)</i>	EE's with at least 10 yrs. of service may elect to convert remaining sick leave hrs. at retirement to MLB <i>(# of hrs. by hourly rate)</i>	N/A	EE may convert all accrued sick leave at time of retirement to medical insurance bank <i>(# of hours x hourly rate of pay)</i>		
Retiree Medical Rates: Eff. 1/1/2023	Medical - Medical Leave Bank or Retiree Paid Kaiser HMO: Retiree Only \$834.12 Retiree +1 \$1,668.23 Retiree Family \$2,168.68 Kaiser POS: Retiree Only \$1,270.08 Retiree +1 \$2,540.15 Retiree Family \$3,302.19 Kaiser PPO: Retiree Only \$1,861.08 Retiree +1 \$3,722.15 Retiree Family \$4,838.80 Sutter Health Plus HMO: Retiree Only \$818.72 Retiree +1 \$1,637.44 Retiree Family \$2,128.67 Dental - Medical Leave Bank or Retiree Paid						N/A	Medical - Medical Leave Bank or Retiree Paid Kaiser HMO: Retiree Only \$834.12 Retiree +1 \$1,668.23 Retiree Family \$2,168.68 Kaiser POS: Retiree Only \$1,270.08 Retiree +1 \$2,540.15 Retiree Family \$3,302.19 Kaiser PPO: Retiree Only \$1,861.08 Retiree +1 \$3,722.15 Retiree Family \$4,838.80 Sutter Health Plus HMO: Retiree Only \$818.72 Retiree +1 \$1,637.44 Retiree Family \$2,128.67 Dental - Medical Leave Bank or Retiree Paid		

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	Delta Dental: \$75.37/mo. Bright Now! Dental: \$73.13/mo. Vision - Medical Leave Bank or Retiree Paid Vision Service Plan (VSP): \$14.77/mo. <i>*Rates vary for Kaiser Senior Advantage Plans with Medicare</i>							Delta Dental: \$75.37/mo. Bright Now! Dental: \$73.13/mo. Vision - Medical Leave Bank or Retiree Paid Vision Service Plan (VSP): \$14.77/mo. <i>*Rates vary for Kaiser Senior Advantage Plans with Medicare</i>		
Vacation Accrual <i>(payment of accruals upon separation of employment)</i>	0 to 59 = 3.69 hrs./pay period 60 to 119 = 5.23 hrs./pay period 120 to 179 = 6.76 hrs./pay period 180 to 239 = 7.38 hrs./pay period 240+ = 8.30 hrs./pay period <i>(Based on months of continuous service)</i> Conf. Mgmt. = Max. Accrual of 600 hrs. Non-Mgmt. = Max. Accrual of 400 hrs.	0 to 59 = 3.69 hrs./pay period 60 to 119 = 5.23 hrs./pay period 120 to 179 = 6.76 hrs./pay period 180 to 239 = 7.38 hrs./pay period 240+ = 8.30 hrs./pay period <i>(Based on months of continuous service)</i> Maximum Accrual of Vacation, Mgmt. and Floating Holidays = 488 hrs.	0 to 59 = 3.69 hrs./pay period 60 to 119 = 5.23 hrs./pay period 120 to 179 = 6.76 hrs./pay period 180+ = 7.38 hrs./pay period <i>(Based on months of continuous service)</i> Maximum Accrual = 400 hrs.	0 to 59 = 3.69 hrs./pay period 60 to 120 = 5.54 hrs./pay period 120 to 180 = 6.15 hrs./pay period 192 = 6.46 hrs./pay period 204 = 6.77 hrs./pay period 216 = 7.08 hrs./pay period 228 = 7.39 hrs./pay period 240 = 7.70 hrs./pay period 252 = 8.01 hrs./pay period 264 = 8.32 hrs./pay period 276+ = 8.63 hrs./pay period	0 to 59 = 3.69 hrs./pay period 60 to 120 = 5.54 hrs./pay period 120 to 180 = 6.15 hrs./pay period 192 = 6.46 hrs./pay period 204 = 6.77 hrs./pay period 216 = 7.08 hrs./pay period 228 = 7.39 hrs./pay period 240 = 7.70 hrs./pay period 252 = 8.01 hrs./pay period 264 = 8.32 hrs./pay period 276+ = 8.63 hrs./pay period	0 to 59 = 3.69 hrs./pay period 60 to 119 = 5.23 hrs./pay period 120 to 179 = 6.76 hrs./pay period 180+ = 7.38 hrs./pay period <i>(Based on months of continuous service)</i> Max Accrual for Vacation and Floating Holidays = 400 hrs.	Accrual will be based on date of CalPERS enrollment and in accordance with years of service on a prorated basis	240 hrs./yr. prorated per pay period based on years of City service Maximum Accrual of Vacation, Mgmt. and Floating Holidays = 750 hrs.	0 - 5 years = 120 hrs./yr. 6 - 10 years = 160 hrs./yr. 11 - 15 years = 200 hrs./yr. 16 - 20 years = 220 hrs./yr. 21+ years = 240 hrs./yr. <i>No Accrual Limit</i>	0 to 59 = 4.61 hrs./pay period 60 to 119 = 6.15 hrs./pay period 120 to 179 = 7.69 hrs./pay period 180 to 239 = 8.49 hrs./pay period 240+ = 9.23 hrs./pay period <i>(Based on months of continuous service)</i> Maximum Accrual of Vacation, Mgmt. and Floating Holidays = 750 hrs.

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				<i>(Based on months of continuous service)</i> Max Accrual for Vacation shall not exceed 448 hrs. EE's who accrue more than 224 hrs. per year of vacation are "grandfathered" and will continue to accrue the same number of hours.	<i>(Based on months of continuous service)</i> Max Accrual for Vacation, Mgmt. and Floating Holidays not to exceed twice annual accrual rate					
Longevity	- 1.0% of base hourly pay after 10 years - 2.5% of base hourly pay after 15 years - 4.5% of base hourly pay after 20 years	- 1.0% of base hourly pay after 10 years - 2.5% of base hourly pay after 15 years - 4.5% of base hourly pay after 20 years	- 2.0% of base pay after 10 years - 3.5% of base pay after 15 years - 5.5% of base pay after 20 years	- 2.5% of base pay after 10 years - 5.0% of base pay after 15 years - 7.5% of base pay after 20 years	- 3.0% of base pay after 5 years - 5.0% of base pay after 10 years - 7.0% of base pay after 15 years - 10.0% of base pay after 20 years	- 1.0% of base pay after 10 years - 2.5% of base pay after 15 years - 4.5% of base pay after 20 years - 7.0% of base pay after 25 years - 10.0% of base pay after 30 years - 13.0% of base pay after 35 years	N/A	N/A	N/A	N/A
Sick Leave Accrual	3.69 hours of sick leave per pay period with no limit.			3.69 hrs./pay period (up to 20 yrs.) 7.38 hrs./pay period (21+ consecutive yrs.) <i>Unlimited Accrual</i>	3.69 hours of sick leave per pay period with no limit.	3.69 hours of sick leave per pay period with no limit.	Forty (40) hours per fiscal year	3.69 hours of sick leave per pay period with no limit.	8 hrs./mo.	3.69 hours of sick leave per pay period with no limit.

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Management Leave	Mgmt. Only = 120 hrs./calendar yr.	Exempt EE's Only = 104 hrs./calendar yr.	N/A	120 hrs./yr.	N/A	N/A	N/A	140 hrs./yr.		
Management Benefit Plan	Mgmt. Only = \$36.92 per period	\$36.92 per period	N/A	N/A	N/A	N/A	N/A	\$2,960/yr.	\$36.92 per period	
Confidential Employee Pay	Non-Mgmt. Only = \$50/mo.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Bereavement Leave (No Accrual)	Immediate Family Member = 40 hours Non-Immediate = 1 day			Immediate Family Member = 5 days Non-Immediate = 1 day	Immediate Family Member = 40 hours Non-Immediate = 1 day	Immediate Family Member = 5 days Non-Immediate = 1 day	Immediate Family Member = 3 days within 2 weeks of date of death of family member Non-Immediate = 1 day	Immediate Family Member = 40 hours		
Compensatory Time	Non-Mgmt. = Comp Time Accrual not to exceed 120 hrs. Pay for overtime hrs. worked in excess of 120 hrs. max. comp time accrual Accrued time shall be paid out once per year in December	Comp Time Accrual not to exceed 80 hrs. Pay for overtime hrs. worked in excess of 80 hrs. bi-weekly Accrued time shall be paid out once per year in December	Comp Time Accrual not to exceed 120 hrs. Pay for overtime hrs. worked in excess of 120 hrs. max. comp. time accrual Accrued time shall be paid out once per year in December	N/A	164 hours max accrual for Patrol 204 hrs. max accrual for Detectives Unit Accrued time shall be paid out once per year in December	200 hrs. ax accrual Accrued time shall be paid out once per year in December	N/A	N/A	N/A	N/A
Relocation and/or Moving Expenses	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Not to Exceed \$18,000	Up to \$5,000 for Relocation within City boundaries	

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Retirement Payment					Upon 13 yrs. of continuous employment with TPD, Shall be eligible for one (1) month of pay to be paid at time of retirement from COT or upon promotion to position elsewhere in the City					

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