

City of Bakersfield Summary of Benefits for Police Safety Unit

Vacation, Holidays, Sick Leave & Other Leaves of Absence					
Vacation:	Years Service	Annually	Max Accrual	Sick Leave:	12 Paid Sick Days per Year
	0 - 4	10 Days	20 Days (160 hrs)	Military Leave:	Paid military leave for active duty assignments up to 30 days. Salary coordination for active duty assignments for an additional 14 months.
	5 - 13	15 Days	33 Days (264 hrs)		
	14 +	20 Days	69 Days (552 hrs)		
Holidays:	Shift Employees 13 paid holidays a year paid on a bi-weekly basis over 26 pay periods			Sick Leave Conversion:	2 levels of sick leave conversion with payment options.
	Non-shift employees 13 paid holidays a year. Of which, up to 3 of them may be floating.			Accrued Leave Pay-Out:	At termination, vacation and compensatory time paid out at 100%. Sick Leave paid out at 75% for Service Retirement if 50 w/ 5yrs service, paid out at 50% for Disability Retirement.
Personal Leave:	Up to 8 hours personal necessity a calendar year can be used from sick leave accrual bank.				

Additional Pay			
Uniform Allowance:		Education Pay:	
	\$1,300 annually and safety equipment provided.		
Hazard Pay:			5% or 10% with POST intermediate or advanced certificate.
	\$140 monthly for employees in SWAT, Bomb Squad, and Narcotics Lab.	Bilingual Pay:	
			\$100 bi-weekly for qualified employees.
Minimum Court Call Back:		K-9 Compensation:	
	4 hours compensation at current rate of pay.		5% of base pay for at home care while K-9 is in service
Standby Pay:		Motorcycle Officer Pay:	
	\$40 per 4 hours, up to \$60 for more than 4 hours.		2 hours per week straight time pay.
Premium Compensation:	Temporary Upgrade Pay, Acting Pay and Temporary Assignment and Shift Differential pay should duties qualify.		

Health Benefits					
City contributes 80% of cost for all health plans. Employee costs by plan shown below.					
Medical:	Blue Shield PPO & HMO	Single - Family Bi-Weekly Rates Including Vision:			
	Kaiser Permanente HMO & HMO Deductible	Blue Shield PPO/HMO	61.52 - 185.01	52.75 - 154.88	43.07 - 126.45
Vision:	Medical Eye Services (MES) PPO & HMO	Kaiser Perm HMO/HMOD	44.84 - 126.83	39.81 - 114.29	30.50 - 86.23
Dental:	United Concordia Dental PPO & HMO Plans	U C Dental PPO/HMO	3.66 - 12.54	1.92 - 5.54	
Employee Assistance Program:	No cost confidential mental health and work/life services for employee and family provided thru Optum				

Additional Benefits	
Tuition Reimbursement:	Tuition reimbursement per departmental approval. Annual maximum \$8,000 for under graduate \$10,000 for graduate.
Retirement Health Savings Account:	Employee funded 1% base pay health savings account. City matches contribution beginning year 5 of service.
Group Life Insurance:	\$12,000 life insurance policy for Safety Unit personnel. City paid.
Deferred Compensation:	457 Plan deferred compensation accounts available with Nationwide and IMCA, including rollover options for 401 K plans.
Flexible Spending Accounts:	Section 125 Cafeteria plans available for Medical and Child/Dependent Care expenses.
Credit Union Membership:	Membership in Bakersfield City Employees Federal Credit Union available.
FICA Participation:	Participation in Medicare, no participation in Social Security.

Retirement Benefits - CalPERS	
* Tier 2: 2% @ 50 Classic Member or * Tier 3: 2.7% @ 57 PEPRA Member	
PEPRA members shall pay 50% of the normal cost of the retirement program.	
City of Bakersfield Classic and rehired City of Bakersfield Classic members of the police safety unit will receive EPMC after 5 year service.	
* CalPERS determines Classic or PEPRA membership dependent upon hire date and previous CalPERS membership	

All provisions related to Memorandums of Understanding (MOU) are contingent upon completion of Police Academy and appointment to Police Officer. Some benefits may differ by rank or detail. Contact HR for any questions.

This is a summary of benefits. It does not confer any rights upon any employee. Please refer to Municipal Code, Administrative Rules & Regulations and unit MOU for more details.