

**City of Seaside Benefit Matrix
2023**

Benefits	LIUNA	Confidential Non-Mgmt	POA Sworn	POA Non-Sworn	IAFF	SMSEA	Confidential Mgmt	Unclassified (ESCA)	Exec Team (Non-Safety)	City Mgr	Police Chief	Fire Chief	SPSMA Fire	SPSMA Police
Retirement														
PERS "Classic" Plan	2 @ 55	2 @ 55	3 @ 50	2 @ 55	3 @ 50	2 @ 55	2 @ 55	2 @ 55	2 @ 55	2 @ 55	3 @ 50	3 @ 50	3 @ 50	3 @ 50
Employee Contribution	7%	7%	12%	10%	12%	10%	10%	10%	10%	7%	12%	12%	12%	12%
City Contribution	8.921%	8.921%	16.723%	5.921%	16.723%	5.921%	5.921%	5.921%	5.921%	8.921%	16.723%	16.723%	16.723%	16.723%
PERS "Classic Safety Member" - Tier 2 (Hired on or after 7/01/10 for IAFF/SPSMA and 01/01/11 for POA)			3 @ 55		2 @ 50						3 @ 55	2 @ 50	2 @ 50	3 @ 55
Employee Contribution			12%		12%						9%	9%	12%	12%
City Contribution			14.875%		12.928%						17.875%	15.928%	12.928%	14.88%
PERS "New Member" PEPPA Plan (New to PERS after 1/01/13)	2 @ 62	2 @ 62	2.7 @ 57	2 @ 62	2.7 @ 57	2 @ 62	2 @ 62	2 @ 62	2 @ 62	2 @ 62	2.7 @ 57	2.7 @ 57	2.7 @ 57	2.7 @ 57
Employee Contribution	6.25%	6.25%	14.50%	9.25%	14.50%	9.75%	9.75%	9.75%	9.75%	6.25%	16%	16%	14.50%	14.50%
City Contribution	6.53%	6.53%	8.99%	3.53%	8.99%	6.53%	6.53%	6.53%	6.53%	6.53%			8.99%	8.99%
PERS 1959 Survivor Employee Cost (per month)	\$2.00	\$2.00	\$2.00	\$2.00	\$2.00	\$2.00	\$2.00	\$2.00	\$2.00	\$2.00	\$2.00	\$2.00	\$2.00	\$2.00
PARS Plan .5% @ 55 (Available to Employees hired on or before 6/30/2010)	No	Yes	No	Yes	No	Yes	Yes	Yes	Yes	No	No	No	No	No
PARS Plan - City Paid		13.86%		13.86%		13.86%	13.86%	13.86%	13.86%					
LIUNA Pension Fund (Available only to Employee hired on or before 12/31/12)	Yes	No	No	No	No	No	No	No	No	No	No	No	No	No
LIUNA Employee Contribution	\$157.60													
LIUNA City Contribution	\$80													
Deferred Comp - City Match (per month)	\$100	\$125	\$200	\$200	\$200	\$200	\$200	\$200.00	\$200.00	\$1,458.33	\$200.00	\$200.00	\$200	\$200

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2023**

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Insurance														
Cash In Lieu Of Medical, Dental & Vision (per month)	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100
Medical: PPO 70/30														
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
ee only	\$100.46	\$100.46	\$100.46	\$100.46	\$200.90	\$100.46	\$200.90	\$200.90	\$200.90	\$200.90	\$200.90	\$200.90	\$200.90	\$200.90
ee + 1	\$130.36	\$130.36	\$130.36	\$130.36	\$260.70	\$130.36	\$260.70	\$260.70	\$260.70	\$260.70	\$260.70	\$260.70	\$260.70	\$260.70
ee + family														
City Contribution	\$1006.00	\$1006.00	\$1006.00	\$1006.00	\$1006.00	\$1006.00	\$1006.00	\$1006.00	\$1006.00	\$1006.00	\$1006.00	\$1006.00	\$1006.00	\$1006.00
ee only	\$1908.54	\$1908.54	\$1908.54	\$1908.54	\$1808.10	\$1908.54	\$1808.10	\$1808.10	\$1808.10	\$1808.10	\$1808.10	\$1808.10	\$1808.10	\$1808.10
ee + 1	\$2476.64	\$2476.64	\$2476.64	\$2476.64	\$2346.30	\$2476.64	\$2346.30	\$2346.30	\$2346.30	\$2346.30	\$2346.30	\$2346.30	\$2346.30	\$2346.30
ee + family														
Medical: PPO 80/20														
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00	\$164.00	\$0.00	\$164.00	\$164.00	\$164.00	\$164.00	\$164.00	\$164.00	\$805.00	\$805.00
ee only	\$350.10	\$350.10	\$350.10	\$350.10	\$525.90	\$350.10	\$525.90	\$525.90	\$525.90	\$525.90	\$525.90	\$525.90	\$1810.90	\$1810.90
ee + 1	\$454.80	\$454.80	\$454.80	\$454.80	\$685.70	\$454.80	\$685.70	\$685.70	\$685.70	\$685.70	\$685.70	\$685.70	\$2358.70	\$2358.70
ee + family														
City Contribution	\$1170.00	\$1170.00	\$1170.00	\$1170.00	\$1006.00	\$1170.00	\$1006.00	\$1006.00	\$1006.00	\$1006.00	\$1006.00	\$1006.00	\$1006.00	\$1006.00
ee only	\$1983.90	\$1983.90	\$1983.90	\$1983.90	\$1808.10	\$1983.90	\$1808.10	\$1808.10	\$1808.10	\$1808.10	\$1808.10	\$1808.10	\$1808.10	\$1808.10
ee + 1	\$2577.20	\$2577.20	\$2577.20	\$2577.20	\$2346.30	\$2577.20	\$2346.30	\$2346.30	\$2346.30	\$2346.30	\$2346.30	\$2346.30	\$2346.30	\$2346.30
ee + family														
Medical: Trio HMO														
Employee Contribution	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
ee only	\$18.10	\$18.10	\$18.10	\$18.10	\$193.90	\$18.10	\$193.90	\$193.90	\$193.90	\$193.90	\$193.90	\$193.90	\$193.90	\$193.90
ee + 1	\$0.00	\$0.00	\$0.00	\$0.00	\$126.70	\$0.00	\$126.70	\$126.70	\$126.70	\$126.70	\$126.70	\$126.70	\$126.70	\$126.70
ee + family														
City Contribution	\$931.00	\$931.00	\$931.00	\$931.00	\$931.00	\$931.00	\$931.00	\$931.00	\$931.00	\$931.00	\$931.00	\$931.00	\$931.00	\$931.00
ee only	\$1983.90	\$1983.90	\$1983.90	\$1983.90	\$1808.10	\$1983.90	\$1808.10	\$1808.10	\$1808.10	\$1808.10	\$1808.10	\$1808.10	\$1808.10	\$1808.10
ee + 1	\$2473.00	\$2473.00	\$2473.00	\$2473.00	\$2346.30	\$2473.00	\$2346.30	\$2346.30	\$2346.30	\$2346.30	\$2346.30	\$2346.30	\$2346.30	\$2346.30
ee + family														
Medical: PACE 90/10														
Employee Contribution	\$181.10	\$181.10	\$181.10	\$181.10	\$805.00	\$181.10	\$805.00	\$805.00	\$805.00	\$805.00	\$805.00	\$805.00	\$805.00	\$805.00
ee only	\$867.76	\$867.76	\$867.76	\$867.76	\$1810.90	\$867.76	\$1810.90	\$1810.90	\$1810.90	\$1810.90	\$1810.90	\$1810.90	\$1810.90	\$1810.90
ee + 1	\$1176.26	\$1176.26	\$1176.26	\$1176.26	\$2358.70	\$1176.26	\$2358.70	\$2358.70	\$2358.70	\$2358.70	\$2358.70	\$2358.70	\$2358.70	\$2358.70
ee + family														
City Contribution	\$1629.90	\$1629.90	\$1629.90	\$1629.90	\$1006.00	\$1629.90	\$1006.00	\$1006.00	\$1006.00	\$1006.00	\$1006.00	\$1006.00	\$1006.00	\$1006.00
ee only	\$2603.24	\$2603.24	\$2603.24	\$2603.24	\$1808.10	\$2603.24	\$1808.10	\$1808.10	\$1808.10	\$1808.10	\$1808.10	\$1808.10	\$1808.10	\$1808.10
ee + 1	\$3528.74	\$3528.74	\$3528.74	\$3528.74	\$2346.30	\$3528.74	\$2346.30	\$2346.30	\$2346.30	\$2346.30	\$2346.30	\$2346.30	\$2346.30	\$2346.30
ee + family														
Medical: PACE 90/10 Grandfathered Tier (Applies to Employees hired before 10/15/15)														
Employee Contribution	\$236.93	\$236.93	\$236.93	\$236.93	\$236.93	\$236.93	\$236.93	\$236.93	\$236.93	\$236.93	\$236.93	\$236.93	\$236.93	\$236.93
ee only	\$747.30	\$747.30	\$747.30	\$747.30	\$747.30	\$747.30	\$747.30	\$747.30	\$747.30	\$747.30	\$747.30	\$747.30	\$747.30	\$747.30
ee + 1	\$874.53	\$874.53	\$874.53	\$874.53	\$874.53	\$874.53	\$874.53	\$874.53	\$874.53	\$874.53	\$874.53	\$874.53	\$874.53	\$874.53
ee + family														
City Contribution	\$1010.07	\$1010.07	\$1010.07	\$1010.07	\$1010.07	\$1010.07	\$1010.07	\$1010.07	\$1010.07	\$1010.07	\$1010.07	\$1010.07	\$1010.07	\$1010.07
ee only	\$1743.70	\$1743.70	\$1743.70	\$1743.70	\$1743.70	\$1743.70	\$1743.70	\$1743.70	\$1743.70	\$1743.70	\$1743.70	\$1743.70	\$1743.70	\$1743.70
ee + 1	\$2364.47	\$2364.47	\$2364.47	\$2364.47	\$2364.47	\$2364.47	\$2364.47	\$2364.47	\$2364.47	\$2364.47	\$2364.47	\$2364.47	\$2364.47	\$2364.47
ee + family														

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Medical: KAISER Mid Plan Employee Contribution ee only ee + 1 ee + family	No Cost	No Cost	No Cost	No Cost	No Cost	No Cost	No Cost	No Cost	No Cost	No Cost	No Cost	No Cost	No Cost	No Cost
City Contribution ee only ee + 1 ee + family	\$712.00 \$1400.00 \$1972.00	\$712.00 \$1400.00 \$1972.00	\$712.00 \$1400.00 \$1972.00	\$712.00 \$1400.00 \$1972.00	\$712.00 \$1400.00 \$1972.00	\$712.00 \$1400.00 \$1972.00	\$712.00 \$1400.00 \$1972.00	\$712.00 \$1400.00 \$1972.00	\$712.00 \$1400.00 \$1972.00	\$712.00 \$1400.00 \$1972.00	\$712.00 \$1400.00 \$1972.00	\$712.00 \$1400.00 \$1972.00	\$712.00 \$1400.00 \$1972.00	\$712.00 \$1400.00 \$1972.00
Medical: KAISER High Plan Employee Contribution ee only ee + 1 ee + family	No Cost	No Cost	No Cost	No Cost	No Cost	No Cost	No Cost	No Cost	No Cost	No Cost	No Cost	No Cost	No Cost	No Cost
City Contribution ee only ee + 1 ee + family	\$823.00 \$1623.00 \$2287.00	\$823.00 \$1623.00 \$2287.00	\$823.00 \$1623.00 \$2287.00	\$823.00 \$1623.00 \$2287.00	\$823.00 \$1623.00 \$2287.00	\$823.00 \$1623.00 \$2287.00	\$823.00 \$1623.00 \$2287.00	\$823.00 \$1623.00 \$2287.00	\$823.00 \$1623.00 \$2287.00	\$823.00 \$1623.00 \$2287.00	\$823.00 \$1623.00 \$2287.00	\$823.00 \$1623.00 \$2287.00	\$823.00 \$1623.00 \$2287.00	\$823.00 \$1623.00 \$2287.00
Complete Care: Employee Contribution ee only ee + 1 ee + family	No Cost	No Cost	No Cost	No Cost	No Cost	No Cost	No Cost	No Cost	No Cost	No Cost	No Cost	No Cost	No Cost	No Cost
Complete Care: City Contribution ee only ee + 1 ee + family	\$457.00 \$457.00 \$457.00	\$457.00 \$457.00 \$457.00	\$457.00 \$457.00 \$457.00	\$457.00 \$457.00 \$457.00	\$457.00 \$457.00 \$457.00	\$457.00 \$457.00 \$457.00	\$457.00 \$457.00 \$457.00	\$457.00 \$457.00 \$457.00	\$457.00 \$457.00 \$457.00	\$457.00 \$457.00 \$457.00	\$457.00 \$457.00 \$457.00	\$457.00 \$457.00 \$457.00	\$457.00 \$457.00 \$457.00	\$457.00 \$457.00 \$457.00
Dental Plan: Employee Contribution ee only ee + 1 ee + children ee + family	\$4.61 \$7.06 \$7.84 \$11.81	\$4.61 \$7.06 \$7.84 \$11.81	\$4.61 \$7.06 \$7.84 \$11.81	\$4.61 \$7.06 \$7.84 \$11.81	\$4.61 \$7.06 \$7.84 \$11.81	\$4.61 \$7.06 \$7.84 \$11.81	\$4.61 \$7.06 \$7.84 \$11.81	\$4.61 \$7.06 \$7.84 \$11.81	\$4.61 \$7.06 \$7.84 \$11.81	\$4.61 \$7.06 \$7.84 \$11.81	\$4.61 \$7.06 \$7.84 \$11.81	\$4.61 \$7.06 \$7.84 \$11.81	\$4.61 \$7.06 \$7.84 \$11.81	\$4.61 \$7.06 \$7.84 \$11.81
Dental Plan: City Contribution ee only ee + 1 ee + children ee + family	\$42.43 \$85.44 \$94.56 \$139.11	\$42.43 \$85.44 \$94.56 \$139.11	\$42.43 \$85.44 \$94.56 \$139.11	\$42.43 \$85.44 \$94.56 \$139.11	\$42.43 \$85.44 \$94.56 \$139.11	\$42.43 \$85.44 \$94.56 \$139.11	\$42.43 \$85.44 \$94.56 \$139.11	\$42.43 \$85.44 \$94.56 \$139.11	\$42.43 \$85.44 \$94.64 \$139.11	\$42.43 \$85.44 \$94.64 \$139.11	\$42.43 \$85.44 \$94.64 \$139.11	\$42.43 \$85.44 \$94.64 \$139.11	\$42.43 \$85.44 \$94.64 \$139.11	\$42.43 \$85.44 \$94.64 \$139.11
Vision Plan: City Contribution ee only ee + 1 ee + children ee + family	\$5.19 \$5.92 \$12.20	\$5.19 \$5.92 \$12.20	\$5.19 \$5.92 \$12.20	\$5.19 \$5.92 \$12.20	\$5.19 \$5.92 \$12.20	\$5.19 \$5.92 \$12.20	\$5.19 \$5.92 \$12.20	\$5.19 \$5.92 \$12.20	\$5.19 \$5.92 \$12.20	\$5.19 \$5.92 \$12.20	\$5.19 \$5.92 \$12.20	\$5.19 \$5.92 \$12.20	\$5.19 \$5.92 \$12.20	\$5.19 \$5.92 \$12.20
Vision Plan: Employee Contribution ee only ee + 1 ee + children ee + family	\$2.12 \$5.44 \$5.82	\$2.12 \$5.44 \$5.82	\$2.12 \$5.44 \$5.82	\$2.12 \$5.44 \$5.82	\$2.12 \$5.44 \$5.82	\$2.12 \$5.44 \$5.82	\$2.12 \$5.44 \$5.82	\$2.12 \$5.44 \$5.82	\$2.12 \$5.44 \$5.82	\$2.12 \$5.44 \$5.82	\$2.12 \$5.44 \$5.82	\$2.12 \$5.44 \$5.82	\$2.12 \$5.44 \$5.82	\$2.12 \$5.44 \$5.82

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2023**

Benefits	LIUNA	Confidential Non-Mgmt	POA Sworn	POA Non-Sworn	IAFF	SMSEA	Confidential Mgmt	Unclassified (ESCA)	Exec Team (Non-Safety)	City Mgr	Police Chief	Fire Chief	SPSMA Fire	SPSMA Police
Life Insurance City Paid	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	Exempt: 2 xs annual salary/ Non-Exempt: \$50,000	2xs annual salary	2xs annual salary	2xs annual salary	2xs annual salary	2xs annual salary	2xs annual salary	2xs annual salary	2xs annual salary
Life Insurance City Cost	\$8.75	\$8.75	\$8.75	\$8.75	\$8.75	Exempt: \$0.175 per \$1,000 of benefit/ Non-Exempt: \$8.75	\$0.175 per \$1,000 of benefit	\$0.175 per \$1,000 of benefit	\$0.175 per \$1,000 of benefit	\$0.175 per \$1,000 of benefit	\$0.175 per \$1,000 of benefit	\$0.175 per \$1,000 of benefit	\$0.175 per \$1,000 of benefit	\$0.175 per \$1,000 of benefit
Employee Assistance Program City Paid	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Employee Assistance Program City Cost per month	\$2.75 per Employee	\$2.75 per Employee	\$2.75 per Employee	\$2.75 per Employee	\$2.75 per Employee	\$2.75 per Employee	\$2.75 per Employee	\$2.75 per Employee	\$2.75 per Employee	\$2.75 per Employee	\$2.75 per Employee	\$2.75 per Employee	\$2.75 per Employee	\$2.75 per Employee
Long Term Disability	City paid	City paid	Share Cost	City paid	Share Cost	City paid	City paid	City paid	City paid	City paid	City paid	City Paid	City paid	City paid
Long Term Disability: City Cost Per Month is \$0.436 per \$100 unless otherwise noted			CLEA \$5.19		IAFF Reimbursed \$11.00									
Special Pays														
Longevity Pay	5+yrs - 2.5% 10+ yrs - 5% 15+yrs - 7.5% (max)	5+yrs - 2.5% 10+ yrs - 5% 15+yrs - 7.5% (max)	5+yrs - 2.5% 10+ yrs - 5% 15+yrs - 7.5% (max)	5+yrs - 2.5% 10+ yrs - 5% 15+yrs - 7.5% (max)	5+yrs - 2.5% 10+ yrs - 5% 15+yrs - 7.5% (max)	5+yrs - 2.5% 10+ yrs - 5% 15+yrs - 7.5% (max)	5+yrs - 2.5% 10+ yrs - 5% 15+yrs - 7.5% (max)	5+yrs - 2.5% 10+ yrs - 5% 15+yrs - 7.5% (max)	5+yrs - 2.5% 10+ yrs - 5% 15+yrs - 7.5% (max)	5+yrs - 2.5% 10+ yrs - 5% 15+yrs - 7.5% (max)	5+yrs - 2.5% 10+ yrs - 5% 15+yrs - 7.5% (max)	5+yrs - 2.5% 10+ yrs - 5% 15+yrs - 7.5% (max)	5+yrs - 2.5% 10+ yrs - 5% 15+yrs - 7.5% (max)	5+yrs - 2.5% 10+ yrs - 5% 15+yrs - 7.5% (max)
Spanish Bilingual Pay	5% (max)	7.5% (max)	5% (max)	5% (max)	2.50%	2.50%	2.50%	n/a	n/a	n/a	n/a	n/a	2.50%	2.50%
Uniform Allowance (per month)	\$63 for CEO if required to wear uniform; M&U uniform provided	n/a	1st yr: \$15 Reg EE - \$81	1st yr \$15 Reg EE - \$78	\$100 (combined w/ Boots)	Uniforms provided	n/a	n/a	n/a	n/a	\$81	\$75	\$75	\$81
Educational Incentive Pay (LIUNA/Conf Non Exempt require recertification)	Cert/30 units: 1.5% AA/AS: 3% BA/BS: 4.5% MA/MS: 6%	Cert/30 units: 1.5% AA/AS: 3% BA/BS: 4.5% MA/MS: 6%	POST Intermediate-3%, AA/AS: 2% POST Adv-5%, BS/BA: 3-7% POST Supervisory-7%, MA/MS 4%	POST Records Supervisor Certificate- 2%; AS/AA- 4% BS/BA- 6% MA/MS- 8%	30 units: 2.5% 60 units, AA/AS: 5% BA/BS: 5% MA/MS: 7%	Non-Exempt: Cert/30 units: 1.5% AA/AS: 3% BA/BS: 4.5% MA/MS: 6%	n/a	n/a	n/a	n/a	n/a	n/a	BA/BS: 2.5%	MA/MS: 2.5%
Minimum Overtime	2 hrs	2 hrs	4 hrs	4 hrs	4 hrs	Non Exempt: 2 hrs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Safety Boots (per year)	\$250 Allowance	n/a	n/a	n/a	Combined w/ Uniform Allowance	\$250 Reimbursement	n/a	n/a	n/a	n/a	n/a	n/a	\$125 Reimbursement	\$125 Reimbursement
Class B Driver License	5%	n/a	n/a	n/a	n/a	5% (operating specialized equip 11 days/mo)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

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2023**

Benefits	LIUNA	Confidential Non-Mgmt	POA Sworn	POA Non-Sworn	IAFF	SMSEA	Confidential Mgmt	Unclassified (ESCA)	Exec Team (Non-Safety)	City Mgr	Police Chief	Fire Chief	SPSMA Fire	SPSMA Police
Special Pay Assignments/Certificate	5% (max): Class B Drivers License, Collection Systems, Backflow Testers, Water Treatment, Water Distribution, Pesticide, State Certified Electrician, ISA, CPSI, Fire Mechanic	5% Notary Pay	5%: Motor, Canine Handler, FTO, Investigations, SRO, CLO, Records Supervisor POST Certificate	n/a	Fire Prevention Inspector: 2.5%, HazMat - 5%	Performance Pay Range 0 -8%,	Performance Pay Range 0 - 7.5%,	Performance Pay 7.5%,	Performance Pay 7.5%,	n/a	Performance Pay 7.5%,	Performance Pay 7.5%,	Performance Pay 5%,	Performance Pay 5%,
Shift Differential	No	No	\$160/mo	5%	No	No	No	No	No	No	No	No	No	No

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Leaves														
Personal Leave (from sick leave bank)	48 hrs (Hired before 3/03/17)	n/a	n/a	n/a	96 hrs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Comp Time Cap	100 hrs	100 hrs	140 hrs	100 hrs	144 hrs	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Admin Leave (per year)	n/a	n/a	n/a	n/a	n/a	40 hrs	40 hrs	40 hrs	40 hrs	40 hrs	40 hrs	40 hrs	72 hrs	56 hrs
Mgmt Leave (per year)	n/a	n/a	n/a	n/a	n/a	40 hrs	40 hrs	40 hrs	40 hrs	40 hrs	40 hrs	40 hrs	56 hrs	40 hrs
Bereavement	3 days	3 days	3 days	3 days	36 hrs	3 days	3 days	3 days	3 days	3 days	3 days	3 days	3 days	3 days
Holidays	12 days + 2 Floating (16 hrs) Holidays	12 days + 2 Floating (16 hrs) Holidays	12 days	12 days	12 days	12 days	12 days + 1 Floating (8 hr) Holiday	12 days	12 days	12 days	12 days	12 days	12 days	12 days
Vacation Cash-Out (per year)	40 hrs	40 hrs	80 hrs	80 hrs	60 hrs	40 hrs	40 hrs	40 hrs	40 hrs	248 hrs	40 hrs	40 hrs	40 hrs	40 hrs
Misc														
Educational & Professional Growth (per fiscal year)	AA: \$500 BA/MA: \$3,000	AA: \$500 BA/MA: \$3,000	AA: \$500 BA/MA: \$3,000	AA: \$500 BA/MA: \$3,000	AA: \$500 BA/MA: \$3000	Exempt: Professional Growth: \$2,000 BA/MA: \$3,000 Non Exempt: Certificate Pgm/AA: \$400 BA/MA: \$600	AA: \$2,000 BA/MA: \$3000	n/a	n/a	n/a	n/a	n/a	Professional Growth & AA: \$2,000 BA/MA: \$3000	Professional Growth & AA: \$2,000 BA/MA: \$3,000
Vehicle Allowance (per month)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	\$400	n/a	n/a	n/a	n/a
Use of City Pool @ no cost	Yes	Yes	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Health Club Membership - City Cost \$45/mo	Yes	Yes - \$50/mo	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

This summary document is for informational purposes only and is not a substitute for the adopted MOU'S/Listing of Benefits.