

RESOLUTION NO. 27-23

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF OAKLEY APPROVING
COMPENSATION AND BENEFITS FOR POLICE MANAGEMENT STAFF (EXCLUDING
THOSE COVERED BY THE OPOA MOU)**

WHEREAS, the Personnel Rules are being re-organized and re-written to modernize the policy, and

WHEREAS, the City, has recommended removing compensation and benefits from the Personnel Rules and created a separate document in order to make the updating of compensation and benefits more accessible, and

WHEREAS, all compensation and benefits were approved in June of 2022 by the City Council and this step is simply part of the clean-up of the personnel rules, and

WHEREAS, the compensation and benefit resolution will update exhibit A anytime an amendment is made allowing for better tracking and transparency when it comes to the compensation and benefits provided,

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Oakley hereby approves the following:

The Compensation and Benefits for the Police Management Staff, attached as Exhibit A.

PASSED AND ADOPTED by the City Council of the City of Oakley this 28th day of February 2023 by the following vote:


AYES: Fuller, Henderson, Meadows, Shaw, Williams

NOES:

ABSTENTIONS:

ABSENT:

APPROVED:



Aaron Meadows, Mayor

ATTEST:



Libby Vreonis, City Clerk

2/28/23

Date

City of Oakley Police Management
Table of Content
Compensation and Benefits Resolution

1	COMPENSATION PLAN	2
1.1	Six Step System	2
1.2	Starting Base Pay	2
1.3	Compaction	2
1.4	Cost of Living (COLA)	2
2	BENEFITS	3
2.1	Medical Insurance	3
2.2	Dental Insurance	4
2.3	Vision Insurance	4
2.4	Retirement	4
2.5	Other Retirement	4
2.6	Life Insurance and Accidental Death and Dismemberment	5
2.7	Long Term Disability	5
2.8	Consolidated Omnibus Budget Reconciliation Act (COBRA)	5
2.9	Uniforms	6
2.10	Bilingual Pay	6
2.11	Wellness Program	7
2.12	POST Certification & Education Incentive	7
2.13	Longevity Incentive Pay	8
2.14	Retiree Medical	8

Compensation and Benefit

City of Oakey Police Management

Police management is defined as all sworn officers not covered by the Police MOU.

1 COMPENSATION PLAN

1.1 Six Step System

The City has adopted a six-step system for Police Lieutenants that is applied as follows:

- All step advancements will occur annually in the first pay period following hire date after a meets expectations overall performance evaluation is achieved.

1.2 Starting Base Pay

Lieutenants starting base pay will be at least 20% higher than the highest paid Sergeant's base pay. This is to compensate for the loss of holiday and incentive pays that are no longer available to Police Management employees.

1.3 Compaction

Total compaction between the Sergeant and Lieutenant and the Lieutenant and Chief will not fall below 10% when comparing total compensation at the maximum base salary for each position.

1.4 Cost of Living (COLA)

Cost of living increases will occur in the first full pay period in July of each year for all positions within the general staff as follows:

July of 2023 – 3% COLA

July of 2024 – 2% COLA

July of 2025 – 2% COLA

July of 2026 – 2% COLA

COLA increases will not continue in future years unless approved by City Council Resolution.

2 BENEFITS

2.1 Medical Insurance

The City provides medical insurance benefits to all full-time employees at a rate determined by City Council. Medical insurance contributions are as follows:

Employee Only Coverage \$1,235 per month

Family Coverage \$1,835 per month

Family Coverage is set to increase each year as follows:

December 1, 2023 \$1,935 per month

December 1, 2024 \$2,060 per month

December 1, 2025 \$2,185 per month

December 1, 2026 \$2,335 per month

Contributions will remain at \$2,335 for all future years unless updated by City Council Resolution.

Any employee who has alternative qualified group medical coverage and choose to waive group medical will be eligible for cash-in-lieu of medical as outlined below:

Hired before August 1, 2016

Cash-in-lieu will be paid at an amount not to exceed \$1,235 per month. An employee whose medical group coverage is less than \$1,235 per month will be entitled to the difference between the medical premium and \$1,235 per month as cash-in-lieu.

Hired on or After August 1, 2016

Cash-in-lieu will be paid at an amount not to exceed \$400 per month. An employee whose medical group coverage is less than \$400 per month will be entitled to the difference between the medical premium and \$400 per month as cash-in-lieu.

Employees who waive medical coverage are required to complete the Waiver Form as well as provide evidence of qualifying coverage.

2.2 Dental Insurance

The City covers 100% of the premiums for all full-time employee plus qualified dependent coverage for dental insurance.

Employees who waive dental coverage are required to complete the Waiver Form. There is no cash-in-lieu for waived dental coverage.

2.3 Vision Insurance

The City covers 100% of the premiums for all full-time employee plus qualified dependent coverage for vision insurance.

Employees who waive vision coverage are required to complete the Waiver Form. There is no cash-in-lieu for waived vision coverage.

2.4 Retirement

The City participates in the California Public Employees' Retirement System (CalPERS). Retirement benefits shall be consistent with the laws of the State of California and the United States.

Safety PEPRAs: Retirement plan for employees hired at the City of Oakland on or after January 1, 2013 and do not meet the CalPERS definition of a Classic member.

PEPRA members shall receive the 2.7% at 57 retirement formula. For purposes of determining a retirement benefit, final compensation for these employees shall mean the average of the highest earnings over thirty-six (36) consecutive months of service of pensionable compensation.

As required by Government Code § 7522.04(g), PEPRA members shall pay, through payroll deduction, fifty percent (50%) of the total normal cost of their retirement benefit as determined annually by CalPERS.

Classic Safety members, as determined by CalPERS, will receive some of the classic benefits, but the formula above is the only formula offered for all Safety Members.

2.5 Other Retirement

The City provides several before and after-tax retirement plans in which participation is optional such as 457, 401a and Roth IRAs.

Should an employee choose to contribute to a 457 or 401a plan, the City will match up to one percent (1%) of the contribution each pay period.

In addition to the one percent (1%) match the City will contribute an additional two percent (2%) to a 457 or 401a plan of the employee's choice for lieutenants for a total of three percent (3%).

The City also provides a Retiree Health Savings Plan. Contributions are mandatory by the employer and employee and are set as follows:

- Mandatory Employee contribution of twenty-five dollars (\$25) per pay period.
- Mandatory Employer contribution of fifty dollars (\$50) per pay period.

2.6 Life Insurance and Accidental Death and Dismemberment

The City provides a life insurance benefit of \$100,000 coverage and accidental death and dismemberment to all full-time employees.

The City offers an optional life insurance plan to those employees wishing to add to their life insurance policy. Any optional life insurance will be paid for by the employee.

2.7 Long Term Disability

The City provides long term disability coverage to all full-time employees.

2.8 Consolidated Omnibus Budget Reconciliation Act (COBRA)

COBRA gives workers and their families who lose their health insurance benefit the right to choose to continue in group health benefits provide by their employer. The coverage is for a limited period under certain circumstances such as voluntary or involuntary job loss, reduction in hours worked, transition between jobs, death, divorce, and other qualifying life events.

Qualified individuals may be required to pay the entire premium for coverage up to one hundred and two percent (102%) of the cost of the plan premiums.

An employee's eligible dependents may also have the right to elect and pay for continuation of coverage for a temporary period in certain circumstances where their coverage under the plan would otherwise end.

2.9 Uniforms

The City shall pay for the full cost of employee uniforms and safety equipment. In the event these uniforms are damaged in the course of work or worn out as a result of normal wear, the uniform shall be replaced at no cost to the employee.

The City shall cover the cost of laundering/dry cleaning of uniforms at a designated location.

The City has estimated the cost of uniforms, including the cost of dry cleaning to be \$1,000 per employee annually.

The City shall provide one pair of boots to each employee every calendar year, in an amount not to exceed \$200.

2.10 Bilingual Pay

Bilingual Pay may be provided for proficiency in any language, including American Sign Language, that has been recommended by the department director and has been determined by the City to be relevant to the delivery of services to the public.

In order to be eligible, an employee must demonstrate their proficiency in the designated language by passing an oral and written exam.

Employees interested in providing translation services should submit a written request to their department director outlining the language they are proficient in as well as how it compliments their position and benefits the public. Should the department director agree with their request, the request will be forwarded to Human Resources to schedule an exam. Once the employee successfully completes an exam, bilingual pay will begin on the first pay period following the certification of the results.

All full-time employees who are successfully certified, and who have received approval, will receive bilingual pay of thirty-five (\$35) per pay period.

Should an employee change positions, a new written request by the employee is required and must be approved for the employee to continue to receive this pay.

The number of employees designated to provide translation services will be at the sole discretion of the City.

2.11 Wellness Program

The City encourages health and wellness for its employees. As a part of this effort, and as a benefit to employees, the City may pay up to thirty-five dollars (\$35) monthly to reimburse health club dues for employees that join an approved local health club located in East Contra Costa County.

Employees are responsible for all membership dues or amounts incurred pursuant to their membership.

The City's payments for this benefit do not qualify for income tax exclusion under Section 132 of the Internal Revenue Code and therefore are taxable income. Taxes are the responsibility of the employee, and for those employees electing to participate in the program, applicable income will be reported, and taxes withheld as part of payroll processing. Reimbursement for membership will be paid on the second payroll of the month following the end of the quarter.

2.12 POST Certification & Education Incentive

Employees who possess or obtain the following POST certificates or educational degrees shall receive additional compensation as follows:

- a. POST Intermediate Certificate – Two and one-half percent (2.5%) of base salary.
- b. POST Advanced Certificate – Two and one-half percent (2.5%) of base salary.

Incentives in subsections (a) and (b) compound, with a maximum incentive of five percent (5%).

Instead of earning POST incentive pay, an employee with a bachelor's degree earns a five percent (5%) incentive. An employee may not earn separate incentive pays for both POST certificates and a bachelor's degree.

An employee may earn an additional two- and one-half percent (2.5%) over the POST or Bachelor's Degree incentive pay if the employee has a Master's Degree for a total POST/Education incentive pay not to exceed seven and one half percent (7.5%).

Pay for all education incentives will be effective in the first full pay period following receipt of documentation by Human Resources. Employees are responsible for ensuring timely submission to Human Resources.

Any updates made to this section in the Police Officers Association MOU, shall apply to this section and be updated accordingly at the earliest convenience.

2.13 Longevity Incentive Pay

All employees, with the exception of the Police Chief, shall receive Longevity Incentive Pay as follows:

- Five (5) Years of Service – two- and one-half percent (2.5%) of base salary.
- Ten (10) Years of Service – additional two- and one-half percent (2.5%) of base salary (5% cumulative total).
- Fifteen (15) Years of Service – additional two- and one-half percent (2.5%) of base salary (7.5% cumulative total).
- Twenty (20) Years of Service – additional two- and one-half percent (2.5%) of base salary (10% cumulative total).
- Twenty-five (25) Years of Service – additional two- and one-half percent (2.5%) of base salary (12.5% cumulative total).

Employees who were previously serving in a sworn position with the City of Oakley while employed by Contra Costa Sheriff's Office as of April 15, 2015, will receive credit for their prior service with Contra Costa Sheriff's office when calculating longevity increments. The increase in percentage is effective on the next pay period following the anniversary of the employee's hire date.

The Police Chief will receive 5% of base pay if they have five (5) or more years of service with the City of Oakley. This longevity is not reportable to CalPERS as compensation.

Any updates made to this section in the Police Officers Association MOU, shall apply to this section and be updated accordingly at the earliest convenience.

2.14 Retiree Medical

Employees will participate in the Peace Officers Research Association of California (PORAC) Medical Trust. The city will pay four hundred and fifty dollars (\$450) per month into the PORAC medical trust on behalf of the employee from the date of hire until the employee's separation date. Contributions will be made for all employees in Police Management and employees may not individually elect against participation in the PORAC Medical Trust Plan.

Members will also participate in the Legal Defense Fund offered through PORAC. These fees are paid directly by the employees to PORAC.

Any updates made to this section in the Police Officers Association MOU, shall apply to this section and be updated accordingly at the earliest convenience.