

**Appendix V
City of Madera
Additional Benefits Summary
February 2015**

Employer	Vacation Leave (Allowance after completion of 5 years of service)	Holidays (including floating days)	Paid Administrative or Personal Leave
City of Madera	4.6156 hours per year pay period (~120 hours per year)	<ul style="list-style-type: none"> • General = 12 holidays + 20 hours floating (EE with 5-9 years of service; EE with 10+ years of service = 40 hours of floating leave) • LEMM, Management, Mid-Management = 12 holidays • POA = 96 hours 	<ul style="list-style-type: none"> • LEMM, Mid-Management Exempt = 40 hours per year • Management = 56 hours per year
City of Ceres	<ul style="list-style-type: none"> • POA = 150 hours per year • City Manager = 160 hours per year • Supervisor/Confidential, Mid-Manager, Public Safety Mid-Manager, Miscellaneous, Department Head = 120 hours per year 	<ul style="list-style-type: none"> • POA = 120 hours per year • Supervisor/Confidential, Mid-Manager, Public Safety Mid-Manager, Miscellaneous, Department Head = 13 days per year 	<ul style="list-style-type: none"> • Supervisor/Confidential, Mid-Manager, Department Head = 80 hours per year • Public Safety Mid-Manager = 56 hours per year • City manager = 120 hours per year
City of Clovis	15 days per year	<ul style="list-style-type: none"> • CEA, CPSEA, CPTA, CPWEA, TEBU, Executive, Management = 10 holidays + 1.5 floating days = 11.5 days per year • Police Chief, Police Captains, Police Lieutenants = 100 hours per year • POA = 108 hours 	<ul style="list-style-type: none"> • Executive = 96 hours per year (Management Leave) • Management = 56 hours per year
City of Fresno	<ul style="list-style-type: none"> • Non-Represented Management & Confidential, CFPEA, CFMEA = Annual Leave = 15.5 hours per month • FCEA, IBEW = 8.667 hours per month • Police Management = 17.167 hours per month • Local 39 = 10 hours per month • POA = 9,167 hours per month • Notes: EE (all except CFMEA) hired after 8/31/14 = 13.33 hours per month. CFMEA hired after 12/30/13 = 13.33 hours per month 	<ul style="list-style-type: none"> • FCEA, CFPEA, POA = 11 days per year + 2 personal days • IBEW, Local 39, CFMEA = 11 days per year • Non-Represented Management & Confidential = 9 days per year • Police Management = 8.23 hours per month 	<ul style="list-style-type: none"> • Non-Represented Management & Confidential, Police Management, CFPEA, CFMEA = 60 hours per year • Notes: Police Management, CFPEA are eligible for up to additional 32 hours per fiscal year at departmental discretion.
City of Hanford	120 hours per year	<ul style="list-style-type: none"> • Confidential/Mid-Management, General = 11 days + 1 floating day = 12 days per year • General assigned to Police = 88 hours per year • Police = 48 hours per year + 48 hours per year in holiday-in-lieu bank 	None
City of Lodi	15 days per year	<ul style="list-style-type: none"> • Mid-Management, General, Executive Management, Police Mid-Management, Maintenance & Operators = 13.5 days per year (including 4 floating days) • POA, IBEW = 13 days per year • Police Dispatchers = 88 hours per year (8 hour shift) 	<ul style="list-style-type: none"> • Mid-Management, Executive Management = 10 days per year • Police Mid-Management = 80 hours per year
City of Manteca	120 hours per month	<ul style="list-style-type: none"> • Police Non-Sworn = 11 days + 1 floating day = 12 days per year • Police Sworn = In lieu of Holiday Pay, all salaries were increased by 6.5% on 7/1/11 • Mid-Management, General Services, Technical Services = 11 days + 2 floating days = 13 days per year 	<ul style="list-style-type: none"> • Police: Wellness Leave = 40 hours per year (separate benefit from sick leave) • Mid-Management except for the classes listed below: 96 hours per year • Assistant Engineer, Assistant Planner, Associate Civil Engineer, Code Enforcement Supervisor, Recreation Supervisor, Project Analyst, Assistant Water System Superintendent = 72 hours per year
City of Merced	120 hours per year	11 days + 1 floating day = 12 days per year	<ul style="list-style-type: none"> • Police Lieutenant = 8 days per year • Middle Management = 5 days per year • Executive Management = 10 days per year

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City of Porterville	<ul style="list-style-type: none"> • General, Confidential, Management = 144 hours per year • Communications Dispatchers, Community Service Officer, Record Clerks = 216 hours per year • POA, Police Management (non-shift basis) = 144 hours per year 	9 days	<ul style="list-style-type: none"> • Department Heads, Deputy City Manager = 10 days per year • Management (OT designation 1) = 5 days per year • Confidential (OT designation 2) = 2 days per year
City of Tulare	<ul style="list-style-type: none"> • General, Mid-Management, Department Heads = 96 hours per year • Police Sworn = 88 hours per year 	<ul style="list-style-type: none"> • General, Mid-Management, Department Heads = 13 holidays + 2 floating days = 15 days per year • Sworn Police = 11 holidays + 2 floating days = 13 days per year 	<ul style="list-style-type: none"> • Department Heads = 88 hours per year • General Exempt, Mid-Management = 56 hours per year • City Manager = 96 hours per year
City of Turlock	<ul style="list-style-type: none"> • TCEA = 128 hours per year • POA = 140 hours per year • Management, Confidential, Police Management = 136 hours per year 	<ul style="list-style-type: none"> • TCEA, Confidential = 11 holidays + 3 floating days = 14 days per year • POA = 9 holidays + 3 floating days = 12 days per year • Management, Police Management = 11 days + 2 floating days = 13 days per year • Notes: In exchange for employee concessions during term of schedule of benefits (7/1/14 – 6/30/17), Management, Police Management, and Confidential employees shall receive 56+ hours of in lieu time off in 2014, 40 hours of in lieu time off in 2015, and 24 hours of in lieu time off in 2016. 	Management, Police Management = 80 hours per year

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Employer	Retiree Health Benefits	Cash-In-Lieu Benefits
City of Madera	<u>General, Mid-Management, POA:</u> City will allow retirees to participate in City health plan offerings at the retirees expense till age 65 or when eligible Medicare, whichever comes first. Retirees who exercise this option will pay 2% administrative fee per month. <u>Management:</u> If EE has 20 years of service with the City, City pays 100% of the premium for medical coverage for the EE though the age of 64. At age 65 or when eligible for Medicare, the City will pay or provide a health insurance program which will be supplemental to Medicare. Upon retirement a qualifying member has the opportunity to make an irrevocable election to receive a monthly payment equivalent to premium amount for EE only coverage in lieu of medical insurance. City will allow retirees to participate in City health plan offerings at the retirees expense till age 65 or when eligible Medicare, whichever comes first. Retirees who exercise this option will pay 2% administrative fee per month.	\$300 per month
City of Ceres	<u>Mid-Managers, Department Head:</u> The City agrees to implement a Retiree Health Savings Plan where upon retirement the City will contribute the following amount of any Sick Leave Conversion and/or Cash Out to this plan: (1) 0-25 years of service = 50% of allowable conversion and/or cash out will be contributed to RHS; and (2) 26+ years of service = 100% of allowable conversion and/or cash out will be contributed to RHS. <u>Public Safety Mid-Managers:</u> Employees upon retirement will contribute 100% of allowable Sick Leave Conversion and/or Cash Out to RHS.	In event EE does not utilize full \$ allowance or for EE who waive coverage (EE hired prior to 1/1/13 = \$1,518 per month and EE hired on/after 1/1/13 = \$1,218 per month), EE will receive 90% of cash allowance in 24 biweekly payments; EE agrees that 10% is payment for payroll related taxes and administrative costs to process cash payments in lieu of benefits.
City of Clovis	EE with a minimum of 5 years of service as regular full-time EE immediately preceding separation, and who are currently enrolled in a City health plan or other approved group health plan, and who retire in accordance with PERS age and service requirements are allowed to continue in a City sponsored Medical and Prescription plan at EE's expense. Employees have the option of applying cash-out of sick leave upon normal retirement into Retiree Health Savings plan.	EE who waive health coverage (medical, dental, prescription, and vision) are eligible to receive \$400 health insurance rebate monthly. <u>CEA:</u> Employees who waive medical and prescription but enroll in dental and vision receive on a monthly basis: EE only = \$344.47, EE + Children = \$306.88, EE + Spouse = \$293.89 per month, EE + Spouse + Children = \$252.14. <u>POA, CPTA, CPWEA:</u> Employees who waive medical and prescription but enroll in dental and vision receive on a monthly basis: EE only = \$344.88, EE + Children = \$301.60, EE + Spouse = \$286.12 per month, EE + Spouse + Children = \$237.74.
City of Fresno	<u>All Others:</u> City maintains a Health Reimbursement Account (HRA). At separation of employment by service retirement or disability retirement, EE who has used 80 hours or less of frozen sick leave and/or annual leave used for sick time and/or sick leave and/or vacation leave used for sick leave in 24 months preceding date of retirement will be credited with leave in HRA account as follows: number of sick leave hours accumulated x current hourly base rate of pay; for those with annual leave the number of accumulated frozen sick leave hours in excess of 240 hours at time of retirement multiplied by 40% of EE's current hourly rate of pay; for those with vacation/sick leave the number of accumulated sick leave hours in excess of 240 hours at time of retirement multiplied by 40% of EE's current hourly rate of pay. <u>Police Management, POA:</u> At separation by service retirement or disability retirement, EE hired before 9/11/14 and any EE who did not enroll in DROP, all accumulated sick leave hours x 50% of EE's then current hourly rate shall be contributed to HRA; for EE hired on/after 9/11/14 or in DROP shall have accumulated sick leave hours x 50% of then current hourly rate with sick leave hours not to exceed hours which EE had at time of entry into DROP.	<u>Local 39:</u> With proof of other insurance, City shall contribute \$250 per month for each employee into City's health and welfare plan.
City of Hanford	City contributes \$119 per month.	None
City of Lodi	No coverage; employees can continue health through CalPERS at their cost. The City contributes the PEMHCA \$122.00 per month for all retirees covered through CalPERS health plans.	If EE elects not to be covered by medical insurance through the City, the EE will receive \$692.81 per month for family, \$532.92 per month for EE+1, and \$305.22 per month for EE only added to either their deferred compensation account or as cash.
City of Manteca	City pays a stipend of \$400 per month for all employees except General Services. For General Services retirees, City pays a \$425 per month stipend.	<u>Police Non-Sworn:</u> If employee declines health coverage, City will contribute \$400 per month to the EE's deferred compensation account or as cash-in-lieu of deferred compensation contribution. <u>Police Sworn:</u> If employee declines health coverage, City will contribute \$630 per month to the EE's deferred compensation account or as cash-in-lieu of deferred compensation contribution. <u>Mid-Management, General Services, Technical Services:</u> If employee declines health coverage, City will contribute \$425 per month to the EE's deferred compensation account or as cash-in-lieu of deferred compensation contribution.

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City of Merced	For active unit members who retire after 7/20/03 for AFSCME, 1/1/07 for POA and Police Sergeant, 1/1/08 for Management, or 12/31/04 for MACE, the City agrees to contribute the monthly premium for each eligible retiree capped at the following amounts: \$390.55 per month for retirees over 65 and \$564.51 per month for retirees under 65. An EE retiring on/after 1/1/99 and eligible for retirement medical benefits, the City shall pay the premium for the retired EE and dependent premiums shall be responsibility of retired EE. New members who are hired after 12/31/03 shall not be entitled to receive the City's health/medical plan coverage after retirement.	No employee shall receive cash back for waived coverage unless EE is married and to a City employee, then EE shall receive cash back equal to 25% of the core medical premium for a single individual.
City of Porterville	Retired employees are eligible to purchase the City's medical, dental, and/or vision benefits for themselves and their spouse, provided the spouse was covered under each of the benefit plans proposed to be purchase for not less than 30 days immediately prior to the employee's retirement date. For employees who retire on/after 1/1/05, City will pay 30% of costs for retiree and eligible spouse.	None
City of Tulare	EE hired after 6/23/84 upon retirement shall pay 100% of the total costs of health insurance premiums and any increases in future premiums after retirement shall be borne by the retirees.	Employees receive \$100 per month.
City of Turlock	<u>All</u> : City agrees to offer retirees group health, dental, and vision coverage contracted through the City. The retired employee is responsible to pay the premium costs of elected coverage. <u>TCEA</u> : The City agrees to contribute to each employee 2% of employee's base payroll to be deposited in each employee's Retiree Health Savings (RHS) account. EE may convert 50% of its value based upon the base salary rate of the retiring EE at time of retirement into RHS account. <u>Management, Confidential, Police Management</u> : The City agrees to contribute to each employee 3% of employee's base payroll to be deposited in each employee's Retiree Health Savings (RHS) account. EE may convert 50% of its value based upon the base salary rate of the retiring EE at time of retirement into RHS account. <u>POA</u> : City agrees to contribute 3% of payroll toward the TAPO retiree health trust fund.	EE covered by an alternate health insurance provider will have option to participate in City's deferred compensation program and City will contribute 50% of premium cost to employee's account.

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Employer	Police Education Incentive Pay	Police Special Assignment Pay
City of Madera	<u>LEMM</u> : Sworn – POST Supervisor certificate = 2.5%, POST Management = 2.5%, completion of FBI National Academy = 2.5% (compounded). Non-Sworn – POST Certificate = 2.5%, 60 college units = 2.5%, Bachelor's degree = 5.0% (compounded). <u>POA</u> : 60 college units = 2.5%, POST Intermediate = 2.5%, POST Advanced = 2.5%, Bachelor's degree = 5% (compounded).	<u>LEMM, POA</u> : Bilingual = \$250 per month for passing CPS Spanish Bilingual Proficiency Test for Peace Officers with score of 5 or better OR \$150 for passing CPS Spanish Bilingual Proficiency Test for Social Services with score of 3 or better OR \$200 for passing CPS Spanish Bilingual Proficiency Test for Social Services with score of 4 or better OR \$250 for passing CPS Spanish Bilingual Proficiency Test for Social Services with score of 5 or better. POA: Canine Pay = -\$70 per two week period. Field Training Officer = 5%, MADNET = 5%, SWAT = \$1,000 upon initial assignment and \$500 per year thereafter. Public Safety Dispatcher, Property & Evidence Officer, and Records Clerk Training Incentive = 5%.
City of Ceres	<u>POA</u> : POST Intermediate certificate and 30-60 acceptable college units = 2.5%. POST Intermediate certificate and 61-90 acceptable college units = 5%. POST Advanced certificate and <90 acceptable college units = 5%. POST Advanced certificate and 91+ acceptable college units to and including a college degree = 7.5%. The %s shall be applied singularly and not compounded. <u>Public Safety Mid-Manager</u> : Bachelor's Degree = 2.5%. Master's Degree = 7.5%. The %s shall be applied singularly and not compounded.	<u>POA</u> : Bilingual Pay = 2.5% per month if EE obtains certifications of proficiency. Investigator and Investigative Sergeant = 5%. Field Training Officer = 2.5%. Canine Pay = 9.1 hours per month x weighted OT rate. SWAT = 2.5% of top step of Police Officer's monthly salary. Motor Officer = 14 hours of pay per month (in lieu of assignment pay). School Resource Officer and DARE = 5%. Street Crimes Unit = 5%.
City of Clovis	<u>POA</u> : Associates Degree + POST Intermediate certificate = 2.5%, POST Advanced certificate = \$2.5%, Bachelor's Degree = 5%. Bachelor's Degree and POST Advanced certificate = 7.5%. The incentive pay specified above are designed to increase in increments of 2.5% and do not compound.	<u>POA</u> : Motor Officers = \$300 per month. Field Training Officers and Trainers = 7.5%. Acting Shift Supervisor = 5%. Bilingual Premium = \$100 per month. Explosive Ordinance Device Team = \$300 per month. Other Special Assignments = \$200 per month.
City of Fresno	<u>Police Management</u> : POST Supervisory certificate = 4%. POST Management certificate = 9%. <u>POA</u> : Bachelor's Degree = 3%. Master's Degree = 5%. EE who satisfactorily complete 3 semester units of graduate or undergraduate level courses per semester shall receive 2% for degrees already held. POST Intermediate certificate = 4%. POST Advanced certificate = 8%.	<u>FCEA</u> : Records Clerk Incentive – Administrative Clerks assigned to Police Department in the Records Bureau shall receive \$600 incentive bonus on first anniversary day, \$900 on second anniversary date, and \$1,200 on third and any subsequent anniversary date. Emergency Services Dispatcher – If assigned to train newly hired ESD staff, EE shall receive 5% differential. <u>POA</u> : EE in assignments which require specialized tactical equipment and/or specialized tactical training shall receive \$275 premium pay. Commercial Pilot License = \$500 per month. Fly Instructor License = \$750 per month. Chief Police Pilot = \$20.5%. Training Officer Coordinator: Police Officer = \$500 and Police Sergeant = \$275; Watch II = \$100 per month and Watch III = \$150 per month. Bomb Squad = 2x regular straight time rate for time spent in dealing with explosives. Special Duty (training unit) = \$275 per month. Motorcycle = \$275 per month. Bilingual = \$100 per month.
City of Hanford	<u>Police Officer, Senior Police Officer, and Police Sergeant</u> : POST Intermediate certificate = 5%. POST Advanced certificate = 2.5%. <u>Police Lieutenant, Police Captain</u> : POST Advanced certificate = 5%. POST Supervisory certificate = 2.5%.	Field Training Officer = 2.5%. Bilingual = 5%. Traffic Enforcement and Safety Team, Motorcycle Unit = 5%. Task Force = 5%. Detective = 5%.
City of Lodi	<u>POA</u> : Bachelor's Degree = \$200 per month. POST Basic certificate = \$50 per month. POST Intermediate certificate = \$150 per month. POST Advanced certificate = \$300 per month. <u>Police Mid-Management</u> : Bachelor's Degree = \$200 per month. POST Advanced certificate = \$250 per month OR POST Supervisor certificate = \$350 per month OR POST Management certificate = \$450 per month. <u>Police Dispatcher</u> : POST Field Evidence Technician = \$150 per month. Associate's Degree or POST Intermediate certificate = \$150 per month. Bachelor's Degree or POST Advanced certificate = \$225 per month.	<u>POA</u> : Bilingual = \$150 per month. Arson/Explosive Incentive = 2%. Motor Officers = 1.2 hours of OT per week. Canine = \$101.50 biweekly. Field Training Officer = 6% for Corporals. Detective/SWAT = 4.5%. <u>Police Mid-Management</u> : Bilingual = \$150 per month. Detective/SWAT = 4.5%.
City of Manteca	<u>Police Non-Sworn</u> : Associate's Degree = 2.5% and Bachelor's Degree = additional 2.5%. <u>Police Sworn</u> : Associate's Degree or POST Intermediate certificate = 2.5% and Bachelor's Degree or POST Advanced certificate = additional 2.5%. Police Captain and Lieutenant: Bachelor's Degree = 5%.	<u>Police Non-Sworn</u> : Hostage Negotiation Assignment = \$125 per month. Dispatcher Training = 5%. Bilingual Pay = \$125 per month. <u>Police Sworn</u> : Bilingual Pay = 5%. Traffic Unit = 5%. K-9 Unit = 5% and additional 5.5 hours of pay per month for feeding, exercising, and cleaning up the dogs. Training Officer = 5%. SWAT, Narcotics, Detectives, DUI Officer, and EOD = 5%. Hostage Negotiation Team = \$125 per month.
City of Merced	<u>POA</u> : Degree in Criminology or related field – Associates' Degree = \$100 per month and Bachelor's Degree = \$200 per month. Police Officer – POST Intermediate certificate = \$80 per month and POST Advanced certificate = \$180 per month. <u>Police Sergeant</u> : POST Advanced certificate = \$80 per month and POST Supervisor certificate = \$120 per month.	<u>POA</u> : Investigative Duty = 7.5%. Field Training Officer = 5%. SWAT Duty and Bomb Unit = 1.5%. Defensive Tactics Instructor = 1.5%. Canine Handlers = maximum of 10 hours per month at OT rate. Motorcycle Officer = 8 hours of administrative pay per month. Crime Scene Response Team = 1.5%. Bilingual Pay – Verbal Skills Only = \$50 per month, Written Skills Only = \$75 per month, Verbal and Written Skills = \$100 per month. <u>Police Management</u> : Bilingual Pay – Verbal Skills Only = \$50 per month, Written Skills Only = \$75 per month, Verbal and Written Skills = \$100 per month.
City of Porterville	<u>POA</u> : POST Intermediate certificate = 2.5%. Associate's Degree = 2.5%. POST Advanced certificate = 2.5%. Bachelor's Degree = 2.5%. Master's Degree = 2.5%. Police Officer eligible for Bachelor's degree incentive pay shall also be eligible for Associate's degree incentive pay. <u>Public Safety Support</u> : Associate's Degree = 2.5%. POST Intermediate certificate = 2%. POST Advanced certificate = 2%.	<u>POA</u> : Field Training Officer = \$5%. Detective = 7.5%. Motorcycle and K-9 = 7.5%. Bilingual: Occasional = \$20 per month, Frequent = \$40 per month, Bilingual/Biliterate certification = \$80 per month. <u>Public Safety Support</u> : Bilingual: Occasional = \$20 per month, Frequent = \$40 per month, Bilingual/Biliterate certification = \$80 per month.

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City of Tulare	Completion of 30 units of acceptable college credit and 2 years of police service OR POST Intermediate certificate = \$37.50 per month. Completion of 60 units of acceptable college credit and 3 years of police service OR POST Advanced certificate = \$75 per month. Bachelor's Degree and 4 years of service = \$150 per month.	Traffic = 5%. Investigation = 5%. Bilingual = 2%. SWAT = \$1,200 stipend per year.
City of Turlock	TCEA (Police Records Technician & Police Records Supervisor): Associate's Degree = \$50 per month; Bachelor's Degree = \$100 per month. POA: Sworn Officers – POST Intermediate certificate = 3.5% and POST Advanced certificate = additional 3.5%. Dispatchers – POST Dispatcher Intermediate certificate = 1% and POST Dispatcher Advanced certificate = additional 1.5%. All – Associate's Degree = 2.5%, Bachelor's Degree = additional 2.5%, and Master's Degree = additional 2.5%. Police Management (Police Chief, Police Captain, Police Lieutenant): Master's Degree = 2.5%.	POA: Acting Watch Commander = 5% if acting for 2+ hours. Animal Services Officer acting as Officer in Charge = 5% if acting for 2+ hours. Training = 5%. K-9 = 30 minutes per day, 7 days per week at 1.5x regular rate of pay. Detectives = 2.5% or \$100 per month. Bilingual = 5%. SWAT = 2.5%. Police Management: Bilingual = 2.5%.

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Employer	Longevity	Telecommuting Policy	Pay for Performance Program	Other
City of Madera	<u>LEMM, Mid-Management</u> : Non-sworn EE will be eligible for longevity pay (Y step): after EE has been at F step of salary range for 1 year, EE will receive Y step equal to 2.5% increase and 5 years after EE has reached Y step and remains frozen, EE is eligible for additional 2.5% increase; this continues every 5 years to maximum of 10%. <u>Management</u> : EE are eligible for 2.5% for each 5 years of service to a maximum of 10%.	None	None	None
City of Ceres	None	None	<u>Miscellaneous</u> : EE may be granted an exemplary performance salary advancement prior to the normal time intervals.	<u>Mid-Managers, Public Safety Mid-Managers</u> : Professional Development = \$750 per employee to assist in payment of expenses for the employee to attend a national or international professional conference associated with or related to the employee profession and responsibilities with this City, enrollment in pertinent management training courses, enrollment in academic/educational classes or curriculum relative to City employment, and/or payment for applicable tuition, books, or reference resources, as well as acquisition of computer hardware, computer software, or other technological equipment if it is for the employee's individual use. <u>Department Head and City Manager</u> : Professional Development = \$900 per employee to assist in payment of expenses for the employee to attend a national or international professional conference associated with or related to the employee profession and responsibilities with this City, enrollment in pertinent management training courses, enrollment in academic/educational classes or curriculum relative to City employment, and/or payment for applicable tuition, books, or reference resources, as well as acquisition of computer hardware, computer software, or other technological equipment if it is for the employee's individual use.
City of Clovis	None	Not allowed	None	<u>CEA</u> : Attendance Incentive Program – The City shall pay an incentive bonus to eligible EE on December 16th each year. Eligible EE are EE who have not had more than 1 unscheduled absence from work per calendar year. Eligible EE shall receive the following incentive bonuses based upon the number of years without unscheduled absences: 5+ years = \$350, 3-5 years = \$250, 2-3 years = \$150, 0-2 years = \$0. <u>POA</u> : Exemplary Fitness Compensation – Officers will receive compensation for exemplary fitness based on tier ranking: Tier 1 = no incentive, Tier 2 = 10 hours "fit time" or \$200, Tier 3 = 10 hours "fit time" or \$500, Tier 4 = 10 hours "fit time" or \$1,000. <u>CPTA</u> : Assistant Engineers and Junior Engineers who possess PE or Licensed Surveyor certification = \$200; Plans Examiner who possesses Certified Access Specialist Program certificate = \$200. <u>CPWEA</u> : City provides certification pay of \$50 per month for each certification with a cumulative maximum of \$100 per month. Certification pay is based on classification and specific certifications. Safety Incentive Program – The City shall pay an incentive bonus to eligible EE on December 16th each year. Eligible EE are EE who have not had no job-related injury, lost time from work due to job-related injury, or an at-fault accident. Eligible EE shall receive the following incentive bonuses based upon the number of years without incident: 2-4 years = \$100, 5-9 years = \$200, 10-14 years = \$300, 15+ years = \$400. Cell Phone Stipend – EE who are required by management to use a City issued cell phone will have option to receive \$20 monthly stipend in lieu of using the City issued cell phone.
City of Fresno	None	None	<u>CFPEA</u> : In discussion between City and employee group to develop a pay for performance program. <u>Local 39</u> : In discussion between City and employee group to develop a bonus pay program.	<u>IBEW</u> : Employee Bonus Time Off – EE who has no lost time due to injury or illness, whether industrial or non-industrial, in a 3 month period shall receive 1 day of Bonus Time Off and ½ if no more than 4 hours of lost time due to injury or illness.
City of Hanford	<u>Confidential/Mid-Management, Police</u> : Upon completion of 10 years of service = 5%. <u>General</u> : Upon completion of 20 years of service = 5%.	None	The City used to have a Managing by Objectives (MBO) program which is no longer used but there have been talks to reinstate the program.	None

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City of Lodi	<u>Police Dispatchers, POA, Police Mid-Management:</u> After completing 10 years of service and each year thereafter up to 20 years, EE shall receive \$1,500 annually; after completing 20 years of service and each year thereafter, EE shall receive \$3,000 annually. This benefit is only applicable to EE hired before 7/17/12	None	None	<u>IBEW:</u> Effective 1/1/15, 1/1/16, and 1/1/17, employees shall receive 40 hours of personal leave with option to cash-out.
City of Manteca	<u>Police Non-Sworn, General Services, Technical Services:</u> 10 years of continuous service = one-time longevity bonus of 10% of one month's base salary. Additional 10 years of continuous service = one-time longevity bonus of 20% of one month's base salary. <u>Police Sworn:</u> 10 years of continuous employment = 1% of base pay, 15 years of continuous employment = 3% of base pay, and 20 years of continuous employment = 5% of base pay. <u>Mid-Management:</u> 5 years of continuous service = one-time longevity bonus of 10% of one month's base salary. 10 years of continuous service = one-time longevity bonus of 20% of one month's base salary.	None	None	None
City of Merced	None	None	None	None
City of Porterville	None	None	None	<u>Physical Fitness Incentive:</u> EE shall receive cash incentive based on rating as follows: Olympian = \$150, Superior = \$135, Excellent = \$100, and Good = \$70.
City of Tulare	City provides service award in recognition of EE who have completed 5, 10, 15, etc. years of service.	None	None	None
City of Turlock	None	None	Program for POA was eliminated; Fire has a pay for performance program.	<u>Management, Police Management:</u> Professional Development – Employees who have worked a minimum of 6 months are eligible for the professional development program; EE has options for the benefit: college courses, seminars, non-covered job related conferences/subscriptions/books, or computer hardware/software; Managers may cash out annual allowance at end of fiscal year in amount equal to \$100 less than established annual allowance; annual allowance: Directors = \$700 per year and Managers = \$600 per year.