

# Benefits for POA-Represented Classifications

The City of San Diego provides competitive benefits to employees.\*

## LEAVE BENEFITS

- **Holidays** – 11 holidays observed in a calendar year per current Memorandum of Understanding (MOU). 📄
- **Floating Holiday** – One day in a fiscal year (FY), equal to the hours worked in the employee's shift up to ten hours. 📄
- **City-Awarded Discretionary Leave** – Up to 40 hours in a FY for full-time employees, which is prorated for part-time employees. 📄
- **Annual Leave** – Full-time employees are eligible to accrue an annual leave with full pay as follows: 📄
  - 1-5 years of service = 5.24 hours for each biweekly pay period
  - 6-15 years of service = 6.77 hours for each biweekly pay period
  - 16+ years of service = 8.31 hours for each biweekly pay period
- **Pay-in-Lieu of Annual Leave** – Employees may request to convert up to 125 hours of annual leave to cash to be paid within the calendar year in which it was earned. 📄
- **Jury Duty (Court Leave)** – Paid time off to serve as a juror in court. 📄
- **Bereavement Leave** – 50 hours of paid Bereavement Leave each FY for full-time employees, which is prorated for part-time employees. If covered death falls under the Fair Employment and Housing Act (FEHA), eligible employees may take up to five days of unpaid bereavement leave within 12 months of a covered death (instead of three months per FEHA). Paid and unpaid Bereavement Leave run concurrently. 📄
- **Voluntary Furlough Program** – Full-time employees are eligible to take up to 200 hours of voluntary work furlough in a fiscal year, which is prorated for part-time employees.
- **Alternative Work Schedule** – Available at the discretion of the department based on operational needs.
- **Medical and Catastrophic Leave Sharing Plans** – Employees who face extended leave without pay due to a major health crisis or catastrophic occurrence may establish a leave bank for other employees to donate annual leave. Medical Leave Bank may be taken as paid leave. Catastrophic Leave Bank may be taken as paid leave or cashed out. 📄
- **Child Care Annual Leave Exchange (CCALE)** – Annual leave may be transferred between City of San Diego employees who jointly parent a child for the purpose of the birth or joint adoption of the child or for childcare purposes. CCALE is taken as paid leave. 📄
- **Compensatory Time** – Eligible employees may choose to receive overtime pay or elect up to 80 hours of compensatory time off, which can be used or cashed out within the calendar year it was earned. 📄

## FAMILY AND MEDICAL LEAVE

- Family and medical leaves eligibility after being employed by the City for at least 12 months and have worked at least 1,040 hours (instead of 1,250 hours) in a year.
- **Parental Leave** – Up to 320 hours of paid leave for full-time permanent employees in a rolling 12-month period for an eligible event, which is prorated for part-time employees. 📄

## LONG-TERM DISABILITY

- **LTD Income Plan** – Eligible employees who are medically certified as disabled may be provided with an income replacement of 70% of biweekly earnings. 📄
- **Pregnancy Related Disability** – Employees disabled by pregnancy, childbirth, or a related medical condition will be eligible for LTD on their 31st day of employment with the City. Thereafter, there is no waiting period for these LTD benefits.

## HEALTH

- **Flexible Benefits Plan (FBP)** – The City provides dollars in the form of FBP credits that can be applied towards health plan premiums and FSA. Credits vary based on medical plan dependent coverage level and most recent hire date. 📄
- **Flexible Spending Accounts (FSA)** – Pre-tax contributions from gross pay applied to qualifying expenses (dental/medical/vision, FSA and dependent/child care). 📄

## LIFE INSURANCE

- **Basic Life Insurance** – Employees are automatically enrolled in coverage of \$50,000 provided at no cost. Evidence of Insurability (proof of good health) is not required. 📄
- **Supplemental Life Insurance** – Employees may sign up for supplemental life insurance for themselves (up to \$500,000), a spouse/domestic partner (up to \$250,000), and child(ren) (up to \$10,000). Enrollment during initial 30-day new eligibility window will have a Guaranteed Issue Amount (GIA) of \$250,000 for the employee and \$50,000 for spouse/domestic partner, with no requirement to provide evidence of insurability (i.e., proof of good health). Applying for coverage more than the GIA will require evidence of insurability subject to approval by the Life Insurance company. 📄

## LINE OF DUTY DEATH BENEFIT

- Line of duty death benefit up to \$10,000 for both burial and interment expenses and use for family's discretion. 📄

\*Effective July 1, 2024. Benefits listed are in addition to those required by law. Some benefits may have eligibility requirements to qualify. Subject to change at any time without prior notice.

## RETIREMENT PLANS

- **Pension Plan** – Eligible employees of POA will be automatically enrolled in the San Diego City Employees' Retirement System (SDCERS) for Police Safety Members. Employees will contribute a portion of their pensionable salary to their SDCERS member contribution account. Pre-tax contribution rates vary depending on the age of entry into the plan. Employees that meet the 10 year SDCERS service credit vesting requirement will be eligible to receive a lifetime monthly pension payment at retirement, once they are age eligible (age 50 with at least 20 years of service credit, age 55 with 10 or more years of service credit). The pension benefit is based on a specific plan formula, where employees receive 2.5% of Final Compensation (based on your highest three-year period of pensionable salary) per year of SDCERS service at age 50, increasing to 3% at age 55 with a 90% benefit cap. 📄
- SDCERS has reciprocity with CalPERS and San Diego County, as well as most other public retirement systems in California. Members that meet specific eligibility requirements may be eligible to establish reciprocity, which allows members to change jobs between "reciprocal" retirement systems in California and combine service credit in each system to meet vesting and eligibility requirements.
- **Voluntary Defined Contribution Plans** – Employees may enroll in the optional 401(k) and/or 457(b) plan. The City does not make any matching contributions to these plans. 📄
- Benefits may change as negotiations with the affected Recognized Employee Organizations are ongoing.

## TRANSPORTATION

- **Parking Discount** – 75% reduction in the monthly public parking rate at approved facilities: Concourse Parkade, Central Library, Civic Center Plaza, Mission Hills Library, and any other City-designated parking facility (parking spot is subject to availability).
- **Transportation Alternatives** – The City's Transportation Alternatives Program (TAP) includes, among others: 📄
  - 75% subsidy up to \$100 per month for employees who:
    - (1) Purchase monthly passes for transportation on the coaster (Adult 2-Zones Coaster Pass, Adult-3 Zones Coaster Pass, and SDM Coaster Pass (3-Zones Senior Coaster Pass);
    - (2) Commute using the San Diego Bay ferry; or
    - (3) Participate in the City-approved vanpool program.
  - Free Universal Pass (U-Pass) through the San Diego Metropolitan Transit System (MTS) for:
    - (1) The All Trolley/Local Bus Pass (Regional)
    - (2) The Rapid Express/Premium Pass
- **Mileage Reimbursement** – If a personal vehicle is used for City business, the mileage reimbursement rate will follow current IRS standard mileage rate. 📄

## COMMUNICATION

Eligible employees may choose between a City-issued mobile device or obtain a wireless stipend to conduct City business. 📄

## EMPLOYEE ASSISTANCE PROGRAM (EAP)

- The City's EAP is available 24/7 and provides employees and members of their household the opportunity to meet with professional counselors to discuss concerns and challenges, including: work stress, conflicts in the workplace, personal and family conflicts, marital/relationship problems, health issues, financial stress, legal problems and substance abuse/addiction. 📄

## WELLNESS

- City provides a robust Health Management/Wellness Program.
- Free workshops and physical activity classes on various health and wellness topics are offered throughout the year.
- Live and on-demand recorded financial wellness workshops, weekly one-on-one virtual appointments with financial experts, and many more financial tools and resources provided by our corporate partner, California Coast Credit Union.

## PROFESSIONAL DEVELOPMENT

- **Public Service Management Certificate (PSMC)** – This supervisory development program for current and prospective supervisors provides them with strong skills in managing and developing themselves, their teams, and utilizing City resources effectively. All employees are eligible to enroll year-round with supervisor approval, and complete courses towards fulfillment of the PSMC certificate. Topics covered include leadership analysis, human resources law and policy, conflict management, employee development, City processes, case management, and much more. CliftonStrengths assessment is also provided here.
- **City Management Fellowship** – This leadership development program for current and emerging senior-level leaders provides a deeper dive into leadership concepts and navigating complex projects and relationships across the City. Participants complete a special project outside of class time, as well as assessments like the CliftonStrengths assessment and coaching with a Gallup-certified Strengths coach.
- **LinkedIn Learning** – An e-learning library of over 20,000 courses in numerous languages provided at no cost to all City employees and available on-demand both on and off-line. Through LinkedIn Learning, City employees can obtain certifications and continuing education units and develop their overall competencies in areas that interest them.
- **Training & Development Resources** – Trainings are completed through the SuccessFactors Learning management system, where employees can search course catalogs to register for courses, track learning progress, and view training completion history. All human resources, legal, and mandatory compliance-type trainings can be found in the SuccessFactors catalogs.
- **Tuition Reimbursement** – Up to \$2,000 for cost of professional and tuition fees per fiscal year, which can be used for student loan repayment. 📄 In addition to this amount, Tactical Flight Officers are eligible for tuition reimbursement of up to \$15,000 per fiscal year to obtain their pilot's license.
- **National University** – City employees are eligible for 25% discount in tuition, in addition to waived application fee. All employees seeking a bachelor's degree are eligible to apply annually for full and partial scholarships. All employees seeking a bachelor's degree are eligible to apply annually for full and partial scholarships. City employees' spouse/partner/dependents are also eligible for 10% discount in tuition. 📄
- **Promotional and Career Advancement Opportunities** – Ongoing opportunities to promote within the department or City and the ability to underfill a higher-level position until the eligibility requirements are met to qualify for career advancement. 📄
- **Job Counseling** – Available for employees who are interested in promotional or transfer opportunities.

## EQUITY, DIVERSITY, AND INCLUSION

- The City strives to create a workplace that recognizes and mitigates systemic biases and barriers to fair and just distribution of resources, access, and opportunity.
- The City's Department of Race & Equity's mission is to address all forms of disparities experienced outcomes; dismantling policies, procedures, and budget decisions that perpetuate inequity and systemic racism. 📄
- Recognizes various informal employee organizations that foster diversity and inclusion based on common interests and cultures.

## EMPLOYEE PERKS

- **Home Buyer Down Payment Assistance Program** – All SDPD Police Officers (PO I or higher) who do not currently own or have previously owned a home in the City of San Diego are eligible. 📄
- **Software Home Use Program** – Employee discount on the purchase of Microsoft Office and/or ESET antivirus software.
- **Perkspot** – Exclusive discounts with several program partners.
- **Travel Assistance and Theft Protection Services** – Employees and their family have access to travel assistance and theft protection services when traveling more than 100 miles from home for 90 days or less through the Hartford Insurance Group Policy.

## REWARDS AND RECOGNITION

The City has a robust Rewards and Recognition Program that provides high-performing employees with additional Discretionary Leave (DL), gift cards, and Exceptional Merit Cash Payments to reward employees for providing high-level performance and services. Employees can earn rewards throughout the year and are eligible to participate in the City's Employee of the Quarter (EOQ) and Employee of the Year (EOY) Programs. The City also awards employees who have completed years of service, in 5-year increments, as part of the Employee Service Award Program. October is designated as Employee Appreciation Month, which is celebrated with events, activities, and rewards to recognize and celebrate the work of City of San Diego employees. 📄

## ADDITIONAL PAY

- **Longevity Pay** – Employees who have 20 or more years of sworn service receive 5% of base pay. 📄
- **Bilingual Pay** – Employees filling a position designated as requiring knowledge and frequent, ongoing use of City-prescribed language in the performance of their duties, and who have been certified as bilingual by the Personnel Department, will receive 3.5% of base pay. 📄
- **Specialty Pay** – Certain positions receive special assignment pay, per hour or a percentage of base pay, when assigned to perform a special assignment. 📄
- **Certification Pay** – Certain positions receive additional pay, calculated at prescribed percentage of base pay, for job-related certifications. 📄
- **Educational Incentive Pay** – Employees with Intermediate or Advanced POST certification may receive an additional 6% to 8.5% of their base pay. 📄
- **Call-Back Pay** – Employees receive a minimum of 4 hours of premium overtime pay when called back to work under certain conditions. 📄
- **Standby Compensation** – Eligible employees receive up to one day of discretionary leave for every 300 hours of standby time accrued, up to 10 days per FY. 📄
- **Shift Differential** – Employees working certain shifts may receive an additional 3.8% or 5.3% of their base pay. 📄
- **Uniform Allowance** – Eligible employees receive a uniform allowance of between \$900 and \$2,100 depending on years of service and job assignment. 📄
- **Cash Incentive** - In recognition of on-call and other operational responsibilities for certain Police Management positions, these employees will receive an annual \$3,000 cash incentive pay. 📄
- **Out-of-Class Assignment (OCA) Pay** – Employees will be compensated at the rate of the higher classification after completing 30 cumulative days, beginning on the 31st day (i.e., 167 hours for employees working 40-hr/week shift). 📄 A temporary exception to this 176-hour requirement is provided to OCA Detectives.