

POA Longevity Benefits as of 6/30/2013

Agency	Bargaining Unit	Longevity Details	Longevity Notes	Longevity Amount	Longevity Unit	Eff Dt	Chg Dt
Antioch, City of	Police Management	9-13yrs: +2.5%; 14-18yrs: +5%; 19-23yrs: +7.5%, 24+yrs: +10%. SENIOR OFFICER PAY: 9-13yrs: +2.5%; 14-18yrs: +5%; 19+yrs: 7.5%.		10 %		2/17/2011	2/28/2017
Antioch, City of	Police Officers' Association	Non-cumulative.		7.5 %		9/1/2007	8/31/2016
Benicia, City of	Police Managment Employees	20-24yrs: +5%; 25+yrs: +6.25%. MAX +6.25%.		6.25 %		7/1/2010	6/30/2014
Benicia, City of	Police Officers Association		Benefit not offered by Agency.	0 \$		7/1/2010	6/30/2014
Berkeley, City of	Police Association	At 20th year: +5%.		5 %		6/26/2011	7/5/2014
Concord, City of	Police Association		Benefit not mentioned in MOU.	0 \$		7/1/2010	6/30/2014
Concord, City of	Police Management		Not mentioned in MOU.	0 \$		7/1/2010	6/30/2014
Concord, City of	Police Officers Association		Benefit not mentioned in MOU.	0 \$		7/1/2010	6/30/2014
Dixon, city of	Local 1	7-10yrs: +2%; 11-14yrs: +2%; 15-19yrs: 3%; and 20+yrs: +1%. MAX +8%.	Incentives are cumulative, not compounded.	8 %		7/1/2012	6/30/2014
Dixon, city of	Police	Safety EEs' Step 6: +5% Also, may be granted upon completion of 2yrs at Step 5 in same classification.	Longevity is integrated into a 6th salary step.	5 %		7/1/2011	6/30/2013
Fairfield, City of	Police Management Assoc.		Benefit not mentioned in MOU.	0 \$		7/1/2012	6/30/2015
		PROFICIENT OFFICER LONGEVITY PAY <input type="checkbox"/> 9yrs. 7.5% <input type="checkbox"/> 12yrs. 10% <input type="checkbox"/> 15yrs. 12.5% <input type="checkbox"/> <input type="checkbox"/>					
Fairfield, City of	Police Officers Association			12.5 %		7/1/2012	6/30/2013
Napa, City of	Police Mid-Management		Benefit not mentioned in MOU.	0 \$		1/1/2012	12/31/2013
		MASTER POLICE OFFICER: 20yrs as a peace officer, 15 of which with Napa, +1.5% top step. 25yrs, 15 of which with Napa, addtl 1.5% top step. See side letter #9 for eligibility details.		0 *		7/1/2012	6/30/2014
Napa, City of	Police Officers Association		Benefit not mentioned for this class.	0 \$		7/1/2012	6/30/2014
Pittsburg, City of	Police Management Group	10yrs - \$200; 15yrs - \$300; 20yrs - \$400; 25yrs - \$500; 30yrs - \$600; 35yrs - \$700; 40yrs - \$800; 45yrs - \$900.	\$20/yr of service. See MOU Section 7.8 for details.	75 \$		7/1/2011	6/30/2014
Pittsburg, City of	Police Officer Association	10yrs - \$200; 15yrs - \$300; 20yrs - \$400; 25yrs - \$500; 30yrs - \$600; 35yrs - \$700; 40yrs - \$800; 45yrs - \$900.	\$20/yr of service.	75 \$		7/1/2011	6/30/2014
Richmond, City of	Police Management Assoc.	10+yrs: +4%, 15+yrs: +3%; 25+yrs: +2% for a total of 9%.	EEs laterally transferring from another Law Enf Agency may apply up to 5yrs of previous law enf service towards qualifying for Longevity increases.	9 %		7/1/2008	12/31/2013
Richmond, City of	Police Officers Association	5+yrs: +2%;10+yrs: + 2%;15+yrs: +3% ; 25+yrs: + 2% for a total of 9%.	EEs laterally transferring from another Law Enf Agency may apply up to 5yrs of previous law enf service towards qualifying for Longevity increases.	9 %		7/1/2008	6/30/2012
Santa Rosa, City of	Police Officers Association Unit 5		Benefit not mentoned in MOU.	0 \$		7/1/2012	6/30/2014
Santa Rosa, City of	Public Safety Management Unit 9		Benefit discontinued '03.	0 \$		7/1/2012	6/30/2014
Santa Rosa, City of	SRCEA MidMgt, Exec Mgt, Conf. Units 10, 11, 12, 17	Following 20+yrs service non-exec EEs receives one additional floating holiday per year.	8hrs / 2080hrs = .385%	0.385 %		7/1/2011	6/30/2013
Solano, county of	Deputy Sheriff's Association Unit #3	10-20yrs: +2.5%; 20+yrs: +2.5%.	Cumulative total of 5% after 20 yrs service.	5 %		9/7/2008	10/12/2013
Solano, county of	Deputy Sheriff's Association Unit #4	10+yrs: 2.5%, 20+yrs: addtl 2.5%, MAX total 5%.		5 %		9/7/2008	10/12/2013
Solano, county of	Mid-Management-Confidential	10+yrs: 2.5% and addtl 2.5% each at 20yrs. and 25yrs.		7.5 %		9/7/2008	10/12/2013
Solano, county of	Mid-Management-Confidential	10+yrs: 2.5% and addtl 2.5% each at 20yrs. and 25yrs.		7.5 %		9/7/2008	10/12/2013
Vacaville, City of	Police Management Group		This benefit is no longer offered.	0 \$		7/1/2011	6/30/2013
Vacaville, City of	Police Officers Association		This benefit is no longer offered.	0 \$		7/1/2011	6/30/2012
Vallejo, City of	Police Officers Association	20-25yrs service: +5%; 25+yrs: 10%. Must include 8yrs service with VPOA.		10 %		1/1/2009	6/30/2012