

**CONSOLIDATED DISPATCH AGENCY (CDA)
NON-EXECUTIVE EMPLOYEES
SALARY AND BENEFITS INFORMATION**

NOTE: This is intended as an overview only. All benefits are subject to modification, amendment or deletion.

SALARY INCREASES:

- Merit: As a general rule, merit increases, if approved by the CDA Board, are provided to eligible employees at the beginning of each fiscal year.
- Other: Eligible employees may receive a salary increase as a result of a band or in-band advancement. These increases are provided at the CDA director's discretion in accordance with pay guidelines.

BENEFITS PROVIDED TO ALL EMPLOYEES

CITY PENSION PROGRAM: Retirement Program with Pre-Retirement Survivor's Annuity

Pension: Employee contributes 3.75%, tax deferred, of his/her base pay and the CDA contributes remaining funds to keep the pension plan actuarially sound. Participation in the plan is mandatory. An employee may vest in the regular pension plan after five years of employment.

Matched Annuity Pension Plan (MAP): Employee may make a matched voluntary contribution of up to 5% of pay and may make additional unmatched contributions up to the regulatory limits. All contributions to MAP are tax-deferred. In addition, the CDA contributes an amount equal to 5% of pay to each employee's account.

If, at retirement or later, an employee elects to apply MAP contributions and earnings to a lifetime payment, the CDA will provide a 50% match of the employee's applicable account balance. An employee must complete 7 years of employment to take advantage of the 50% matching provision.

All employee contributions, including the CDA's 5% MAP contribution to the retirement program, plus interest, is refundable to the employee upon termination of CDA employment prior to retirement. If the employee becomes vested, he/she may request a refund or leave his/her contributions in the retirement program to receive benefits at retirement age. Contribution refunds and retirement benefits are subject to tax upon receipt.

CHOICES PROGRAM:

The Consolidated Dispatch Agency offers a flexible benefits program called CHOICES, which allows each employee to select a benefits package that meets individual needs. In addition to the CDA's-subsidized medical plan, CHOICES offers a variety of optional insurance coverage's including dental, vision, employee, spouse and child life and pre-paid legal. Flexible spending accounts for out of pocket medical expenses and for dependent care are also available.

All new hire benefits begin the first of the month following the official hire date.

All new hire paperwork is to be received by the Human Resources Division within 30 (thirty) days of the employee's official hire date.

All non-bargaining unit employees receive an annual benefits allowance called Flex Bucks to help pay for the benefits described above. Flex Bucks are paid on all 26 paychecks in the amount of \$75.70

BENEFITS PROVIDED TO EMPLOYEE BASED ON JOB CLASS OR DEPARTMENTAL APPROVAL:

1. Uniforms
2. Educational assistance or tuition reimbursement

ADDITIONAL BENEFITS PROGRAMS:

1. Employee Assistance Program - provides free, confidential professional assistance to help employees resolve problems that affect their personal lives.

HOLIDAYS:

The CDA observes the following holidays:

New Year's Day
Martin Luther King Day
Memorial Day
Independence Day
Labor Day
Veteran's Day
Thanksgiving Day
Day after Thanksgiving
Christmas Day
Floating Holiday

The CDA Director may designate an additional holiday to be observed at Christmas time.

LEAVES WITH PAY:

1. Personal leave for regular full-time employees is earned as follows:

<u>Creditable CDA Employment</u> ¹	<u>Hours per work week</u>	<u>Monthly Equivalent</u>
5 years of service (through 60 months)	2:19	10 hours
5 to 10 years of service (61 through 120 months)	2:47	12 hours
10 to 20 years of service (121 through 240 months)	3:14	14 hours
Over 20 years of service (241 months or more)	3:42	16 hours

Personal leave for regular part-time employees is earned as follows:

<u>Creditable Service</u> ²	<u>Hours per hour</u> ³
Up to 5 years (through 60 months)	.057693
5 to 10 years (61 through 120 months)	.069231
10 to 20 years (121 through 240 months)	.080770
Over 20 years of service (241 months or more)	.092308

2. Sick leave is earned as follows:

Regular full-time employees	:56 hours per work week (Monthly Equivalent – 4 hours)
Regular part-time employees	.023077 Hours per Hour ⁴

3. Catastrophic illness leave up to a lifetime maximum of 1200 hours is made available to qualified employees with more than 2 years of continuous service and who experience an absence in excess of 48 consecutive work hours for a medically certified illness or disability.

Catastrophic illness leave for part-time employees will be awarded as follows:

<u>Creditable Service</u>	<u>Lifetime Maximum</u>
24 months of creditable service in a position greater than or equal to .5 and less than a .75 full time equivalency (20 hours up to, but not including, 30 hours per week.)	600 hours
24 months of creditable service in a position greater than or equal to .75 and less than one full time equivalency	900 hours

¹ Based on Continuous Service Date

² Based on Continuous Service Hours

³ Based on service hours worked in the previous pay week

⁴ Based on service hours worked in the previous pay week

(30 hours up to, but not including, 40 hours per week.)

4. Military Leave
 - a. Annual Field Training
 - b. Emergency Active Duty
5. Administrative Leave
 - a. Jury Duty
 - b. Court Appearance
 - c. Death in Immediate Family
6. Compensatory Leave
(Subject to City policy and procedures)
7. Personal Days
 - a. Two days annually
 - b. Must be used within calendar year

LEAVES WITHOUT PAY:

1. Educational Leave
2. Compulsory Disability Leave
3. Other Leave:
 - a. Personal Disability
 - b. Parental Leave
 - c. Family Member Disability
 - d. Public Service
 - e. Political Activities
 - f. Other Compelling Reasons

REVISED – 05/23/2017