

ITEM	EXECUTIVE	MANAGEMENT	MID-MANAGEMENT	CONFIDENTIAL	CLERICAL/TECHNICAL (SEIU 521)	PUBLIC WORKS (OE3)	FIRE (IAFF L-1272)	POLICE (POA)	PUBLIC SAFETY MID-MANAGEMENT (PSMM)
LIFE INSURANCE	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000
CALL BACK/ ON CALL	N/A	N/A	\$280/week on-call for designated employees; 3 hr min OT call back	N/A	\$210/week on-call for designated employees; 3hr min OT call back when required to report to worksite, 15 min (.25 hours) of OT call back when able to respond by phone or computer not required to report to worksite.	\$280/week on-call for designated employees; 3 hr min OT call back	Minimum 2 hrs OT	4 hr min Court Time OT	Sergeants-4hr min Court Time OT
VEHICLE ALLOWANCE OR VEHICLE	Fire and Police Chiefs provided with assigned cars	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BILINGUAL PAY	Level I Oral-\$75/mo Level I Written-\$250/mo Level II+\$100/mo	Level I Oral-\$75/mo Level I Written-\$250/mo Level II+\$100/mo	Level I Oral-\$75/mo Level I Written-\$250/mo Level II+\$100/mo	Level I Oral-\$75/mo Level I Written-\$250/mo Level II+\$100/mo	Level I Oral-\$75/mo Level I Written-\$250/mo Level II+\$100/mo	Level I Oral-\$75/mo Level I Written-\$250/mo Level II+\$100/mo	5%	5%	5%
ADMINISTRATIVE LEAVE	108 hrs/yr	108 hrs/yr	108 hrs/yr	N/A	Employees with more than 20 years of service, receive 2 days upon reaching 20 years of service and each year thereafter.	N/A	N/A	N/A	Lieutenants-80 hrs/yr
PERSONAL LEAVE	N/A	N/A	N/A	52 hrs/yr	Up to 24 hrs/calendar year of accrued sick leave for personal leave. Subject to vacation rules.	N/A	N/A	N/A	N/A
TUITION REIMBURSEMENT	\$1,000/yr	\$1,000/yr	\$1,000/yr	\$1,000/yr	\$1,000/yr	\$1,000/yr	\$1,000/yr	\$2,000/yr	\$2,000/yr
UNIFORM/BOOT ALLOWANCE	\$700/yr for Public Safety employees	\$700/yr for Public Safety employees	\$175/yr Boots \$200/yr Safety Boots \$40/yr Resoling of approved safety boots for Sanitation, \$30/yr all others Uniform-\$475/yr for covered employees.	N/A	Field Employees: \$175/yr Boots \$200/yr Safety Boots	\$175/yr Boots \$200/yr Safety Boots \$40/yr Resoling of approved safety boots for Sanitation, \$30/yr all others Uniform-\$475/yr for covered employees.	City provided uniforms per Appendix B of MOU	\$1,200/yr	\$1,100/yr
EDUCATIONAL INCENTIVE	N/A	5% for Police Captains completing POST Management certificate 2.5% for Assistant Police Chief for POST Executive Certificate	\$250/yr Pesticide Advisor Certification. Certification Pay: varies by Class Certifications above required-\$50/mo up to \$100/mo max	\$600/yr BA/BS \$300/yr AA/AS	Certification Pay varies by Class Certifications above required-\$50/mo up to \$100/mo max \$600/yr BA/BS \$300/yr AA/AS	Certification Pay varies by Class Certifications above required-\$50/mo up to \$100/mo max	Maximum 9% 3%- AA /AS 1.5%- BA/BS 3%- Completion of Fire Officer Certification series 1.5%- Completion of Chief Fire Officer series	2.5%-Int. POST/AA/BA 5% -Adv POST/BA/BS 2.5%- Master's degree	Sergeants: 2.5%-Adv POST 5% -BA/BS Lieutenants: 5%- Mgmt POST
VACATION	0-5 yrs- 12 days/yr 6-12 yrs-16 days/yr 13+- 20 days/yr	0-5 yrs- 12 days/yr 6-12 yrs-16 days/yr 13+- 20 days/yr	0-5 yrs- 12 days/yr 6-12 yrs-16 days/yr 13+- 20 days/yr	0-5 yrs- 12 days/yr 6-12 yrs-16 days/yr 13+- 20 days/yr	0-5 yrs- 12 days/yr 6-12 yrs-16 days/yr 13+- 20 days/yr	0-5 yrs- 12 days/yr 6-12 yrs-16 days/yr 13+- 20 days/yr	0-4- 4 shifts/yr 5-9- 6 shifts/yr 10-14- 8 shifts/yr 15-19- 10 shifts/yr 20+- 12 shifts/yr	0-5 yrs- 10 days/yr 6-15 yrs-15 days/yr 15+- 20 days/yr	0-5 yrs- 12 days/yr 6-12 yrs-16 days/yr 13+- 20 days/yr
LTD	City-paid	City-paid	City-paid	City-paid	City-paid	N/A	N/A	N/A	N/A
HOLIDAYS	14	14	14	14	14	14	No Holiday Pay	14	14

Disclaimer: This summary table is provided as a reference tool for employee benefits. Please see MOU for complete details:

<https://www.cityofwatsonville.org/185/Bargaining-Units>

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SICK LEAVE	15 days/yr	15 days/yr	15 days/yr	15 days/yr	15 days/yr	15 days/yr	15 hours/month	15 days/yr	15 days/yr
SOCIAL SECURITY	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	1.45%	1.45%	1.45%
SDI	N/A	N/A	N/A	N/A	N/A	0.8% Employee paid	N/A	N/A	N/A
TOOL ALLOWANCE	N/A	N/A	\$1,000/yr for Vehicle Mechanics	N/A	N/A	\$1,000/yr for Vehicle Mechanics	N/A	N/A	N/A
NOTARY	\$75/month	\$75/month	\$75/month per Admin Rule	\$75/month	\$75/month per Admin Rule	N/A	N/A	N/A	N/A
OTHER	N/A	N/A	N/A	N/A	Bereavement Leave-3 days paid leave for in State and 5 days for out of State funerals. Applies to immediate family.	5%- Integrated Waste Worker Driver Pay- Tanker Truck 5%- Citation Differential- Street Sweeper	5% -HazMat Tech Engineers/Captains with paramedic Certification may qualify for \$150/mo	5% -Detective 5%-Master Officer 5% FTO/Corporal 5% Acting Sgt \$125/mo- Motorcycle 3.5 hrs OT/week-Canine Longevity: 2%- 10 yrs as sworn WPD 2.5%- 20 yr as sworn WPD	5%- Sgt. Detective Longevity: 2%-10 yrs as sworn WPD 2.5%- 20 yr as sworn WPD

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