



**INGLEWOOD POLICE OFFICERS ASSOCIATION**  
**EMPLOYEE BENEFITS**  
JULY 1, 2020 through JUNE 30, 2022

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**POST CERTIFICATION**

Intermediate - 7.5% - Advanced - 12.5%

**HOLIDAY PAY**

The City provides 13 paid holidays annually.

**VACATION**

Maximum accrual up to one-hundred seventy- six (176) hours annually (hours carry over each year).

**WORK SCHEDULE**

Alternative Work Schedule to include Four (4) days per week | eleven (11) hours per day | Off Four Days work schedule for officers assigned to Patrol; AND Four days per week /10 hours per day for (Other alternative work schedules currently under review.)

**BILINGUAL PAY**

\$50.00 per pay period

**RETIREMENT**

2.7% @ 57 CalPERS retirement formula (Safety) for new appointments to PERS.

**DEFERRED COMPENSATION**

The City offers an employer-sponsored 401(a) Deferred Compensation Plan and a voluntary 457 DC plan, both administered by Empower Retirement. The employee makes an annual contribution of three percent (3%) of his/her base salary to his/her 401(a) plan. The City matches the annual employee contribution to the 401(a) Plan of three percent (3%) of base salary. Enrollment to the 457DC plan is voluntary and the City does not match contributions to this plan.

**LIFE INSURANCE**

Term Life Insurance, employer- paid 100%. Coverage = one and a half (1.5) x annual salary up to a maximum of \$500,000.

**LONG TERM DISABILITY**

Union Plan, employer- paid 100%.

**LONGEVITY**

Three percent 3% every five years of service as a full-time officer (ex: 3% with 5 years, +6% with 10 years, +9% with 15 years, +12% with 20 years, +15% with 25 years).

**PERSONAL LEAVE**

One (1) day to Two (2) days depending on the assigned work schedule.

**BEREAVEMENT LEAVE**

Up to three (3) days per occurrence for immediate family members as defined in Memorandum of Understanding.

**SICK LEAVE**

One (1) day per month, unlimited accrual, fifty percent (50%) redemption at base salary upon retirement, death, or termination after ten (10) years.

**EIGHT PERCENT (8%) ASSIGNMENT PAY**

Field Training Officer, K-9, Gang Investigator, Senior Lead Officer, Vice, Narcotics, Motors, Detectives/Investigator, Motor Investigator



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**UNIFORM ALLOWANCE**

Allowance is \$1,050/year. The City provides accessories and safety equipment.

**EMPLOYEE ASSISTANCE PROGRAM**

Employee Assistance Program (EAP) provides confidential counseling services for personal, family, legal, financial, or other problems that affect an employee's life and work. Services are provided by MHN at no cost to the employee.

**HEALTH INSURANCE**

Insurance benefits begin on the first of the month following the date of hire. The City contracts with CalPERS for health insurance coverage. The City also offers two dental plans and one vision plan with family coverage. Employees pay five (5%) percent of the monthly medical premium, and the City pays ninety-five (95%) percent of the total monthly medical insurance premiums based on the Kaiser HMO plan. Employees who choose to participate in another City medical insurance plan will pay the difference between the monthly premium costs, which is higher than the Kaiser plan.

**HMO Plans:**

- Anthem
- Blue Shield
- Kaiser
- HealthNet
- UnitedHealthcare

**PPOs**

- PERSCare (Anthem Blue Cross)
- PERSChoice
  - PERS-Select
- PORAC

**DENTAL PLANS**

- Delta Care (HMO)
- Delta Dental PPO

**VISION**

- Medical Eye Service (MES)

**VOLUNTEER SUPPLEMENTAL INSURANCE**

Employees can voluntarily purchase additional insurance policies with:

- AFLAC
- ALLSTATE
- COLONIAL

**JURY DUTY**

The City provides an employee with his full regular pay for up ten calendar days in any one calendar year for jury duty. In exchange for a regular paycheck, employees are required to give the City any fees received as a juror, excluding mileage fees.

**MATERNITY LEAVE**



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The City provides employees seven months of unpaid maternity leave. During this time the City will continue to pay its portion of medical, dental, vision, and life insurance premiums for the employee.

**UNION / ASSOCIATIONS DUES**

Inglewood Police Association (IPA) - \$146 per month.