CITRUS HEIGHTS
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2027 Employee Benefit Summary

Health Insurance

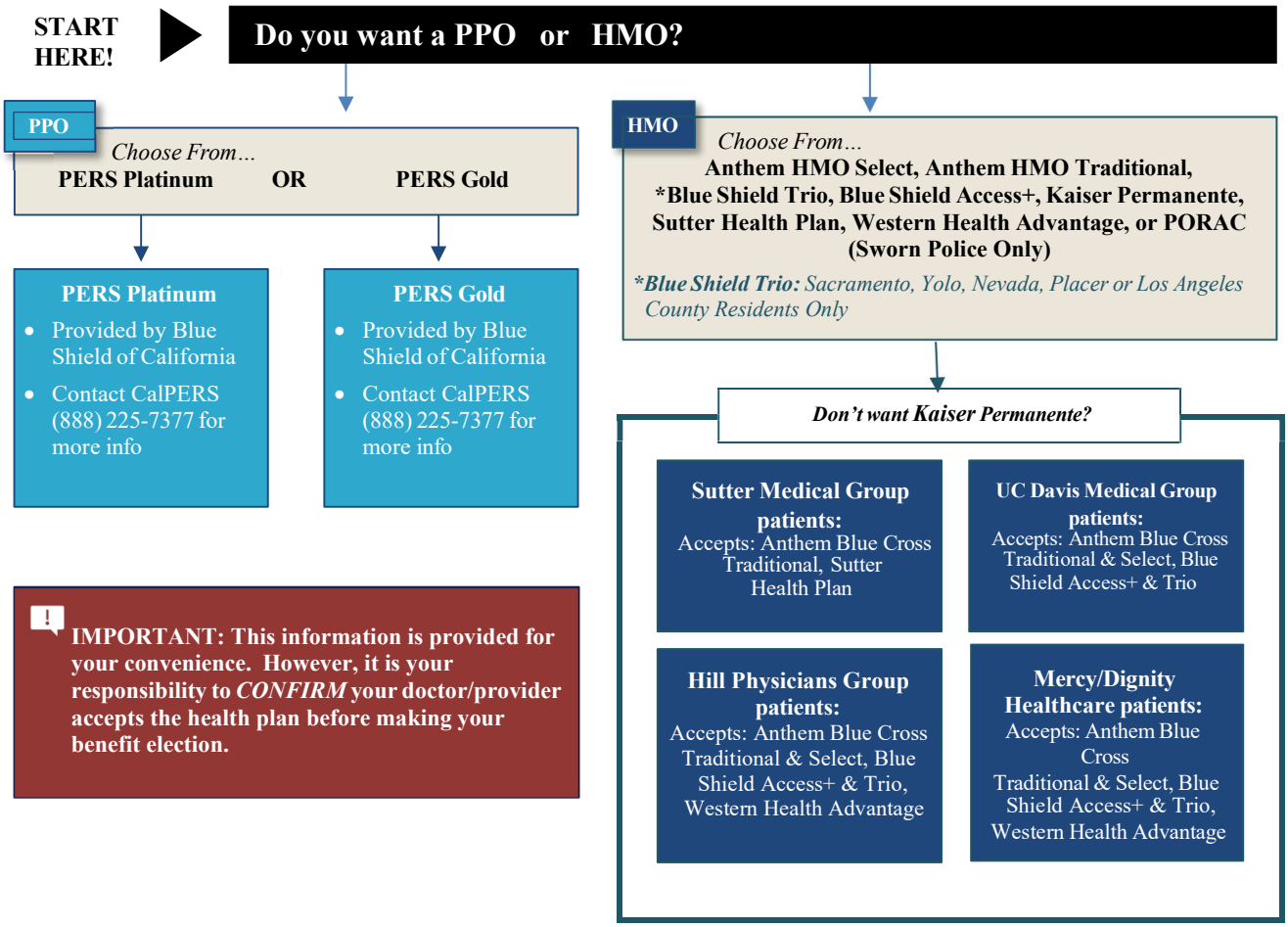
The City purchases health benefits through a pool operated by the California Public Employees' Retirement System (CalPERS). New employees become eligible for benefits the first day of the month following the date of hire. Employee costs for health plans can be found on Page 2.

CalPERS Extension of Coverage

Children of CalPERS health benefit subscribers, whether previously on their parent's plan or not, are eligible for health coverage up to age 26. They are eligible even if they are married, do not live with their parent, or are not a student. The spouse or children of the subscriber's child are not eligible.

Health Plan Decision Tree

The chart below may be helpful in determining which health care plan to select. Employees are advised to use the physician search function to ensure their preferred physician accepts the selected health care plan.



Health Plan	Health Plan Monthly Cost	City Monthly Contribution	Employee Monthly Cost	Employee Bi-Weekly Cost
ANTHEM BLUE CROSS SELECT HMO – Employee Only	$1,486.44	$1,150.00	$336.44	$168.22
ANTHEM BLUE CROSS SELECT HMO – Employee + 1	$2,972.88	$2,350.00	$622.88	$311.44
ANTHEM BLUE CROSS SELECT HMO – Employee + 2+	$3,864.74	$3,050.00	$814.74	$407.37
ANTHEM BLUE CROSS TRADITIONAL HMO – Employee Only	$1,732.52	$1,150.00	$582.52	$291.26
ANTHEM BLUE CROSS TRADITIONAL HMO – Employee + 1	$3,465.04	$2,350.00	$1,115.04	$557.52
ANTHEM BLUE CROSS TRADITIONAL HMO – Employee + 2+	$4,504.55	$3,050.00	$1,454.55	$727.28
BLUE SHIELD ACCESS+ HMO – Employee Only	$1,479.12	$1,150.00	$329.12	$164.56
BLUE SHIELD ACCESS+ HMO – Employee + 1	$2,958.24	$2,350.00	$608.24	$304.12
BLUE SHIELD ACCESS+ HMO – Employee + 2+	$3,845.71	$3,050.00	$795.71	$397.86
BLUE SHIELD TRIO HMO – Employee Only	$1,202.57	$1,150.00	$52.57	$26.29
BLUE SHIELD TRIO HMO – Employee + 1	$2,405.14	$2,350.00	$55.14	$27.57
BLUE SHIELD TRIO HMO – Employee + 2+	$3,126.68	$3,050.00	$76.68	$38.34
KAISER PERMANENTE – Employee Only	$1,187.63	$1,150.00	$37.63	$18.82
KAISER PERMANENTE – Employee + 1	$2,375.26	$2,350.00	$25.26	$12.63
KAISER PERMANENTE – Employee + 2+	$3,087.84	$3,050.00	$37.84	$18.92
SUTTER HEALTH PLAN HMO - Employee Only	$1,130.67	$1,150.00	$0.00	$0.00
SUTTER HEALTH PLAN HMO - Employee + 1	$2,261.34	$2,350.00	$0.00	$0.00
SUTTER HEALTH PLAN HMO - Employee + 2+	$2,939.74	$3,050.00	$0.00	$0.00
WESTERN HEALTH ADVANTAGE HMO – Employee Only	$1,030.80	$1,150.00	$0.00	$0.00
WESTERN HEALTH ADVANTAGE HMO – Employee + 1	$2,061.60	$2,350.00	$0.00	$0.00
WESTERN HEALTH ADVANTAGE HMO – Employee + 2+	$2,680.08	$3,050.00	$0.00	$0.00
PERS GOLD PPO – Employee Only	$1,215.17	$1,150.00	$65.17	$32.59
PERS GOLD PPO – Employee + 1	$2,430.34	$2,350.00	$80.34	$40.17
PERS GOLD PPO – Employee + 2+	$3,159.44	$3,050.00	$109.44	$54.72
PERS PLATINUM PPO – Employee Only	$1,778.62	$1,150.00	$628.62	$314.31
PERS PLATINUM PPO – Employee + 1	$3,557.24	$2,350.00	$1,207.24	$603.62
PERS PLATINUM PPO – Employee + 2+	$4,624.41	$3,050.00	$1,574.41	$787.21
PORAC PPO – Employee Only	$1,095.00	$1,150.00	$0.00	$0.00
PORAC PPO – Employee + 1	$2,395.00	$2,350.00	$45.00	$22.50
PORAC PPO – Employee + 2+	$3,115.00	$3,050.00	$65.00	$32.50

Some health plans are available only in certain counties and/or zip codes. Go to www.calpers.ca.gov and use the Health Plan Search by Zip Code feature to verify if you can elect a particular plan.

Cash in-Lieu of Medical Insurance

If an employee uses the City's health insurance benefit, then no cash-out is provided. If an employee has a qualifying group health plan coverage through a spouse/domestic partner, parent, or someone else that provides the minimum essential coverage as required under the Affordable Care Act (ACA), an employee can receive a taxable cash-out. The employee must provide proof of alternative coverage and must self-attest annually to receive the cash-out benefit.

For Unrepresented employees, and employees who are members of the Citrus Heights Police Employees Association (CHPEA), the City will pay a cash-out in the amount of $600 per month or add this amount to a Deferred Compensation (457) Plan. Employees that qualify for the cash-out will also receive an additional $200 per month towards either a Deferred Compensation (457) Plan or a Health Reimbursement Account (HRA).

For employees who are members of the Citrus Heights Police Officers Association (CHPOA), the City will pay a cash-out in the amount of $600 per month or add this amount to a Deferred Compensation (457) Plan. Employees that qualify for the cash-out will also receive an additional $100 per month towards either a Deferred Compensation (457) Plan or a Health Reimbursement Account (HRA).

Part-time benefited employees will receive the cash-out based on their benefits tier of 50% or 75%. The employee must have minimum essential coverage (other than coverage in the individual market and other than individual coverage through Covered California) for all individuals whom they expect to claim as a deduction as a personal exemption in a plan year. Employees enrolled in individual coverage, such as Medi-Cal, and Covered California, are not eligible to receive the cash in-lieu of medical insurance, even if the coverage provides minimum value.

Retiree Medical Contribution

The City contracts with CalPERS for medical coverage. As part of this contract, employers are required to contribute towards retiree medical. The City's 2027 monthly contribution towards retiree medical is $162.00.

Dental Insurance

The City contracts with Delta Dental to provide dental insurance coverage for our employees. New employees become eligible for dental benefits the first day of the month following the date of hire. Dental premiums for full-time and eligible part-time, benefited employees and their dependents are paid 100% by the City. The employee's spouse and dependents' premiums are based upon the employee's tier system. Dental benefit features include basic, preventative, and major dental care. There is a calendar year maximum of $1,500. The dental program also covers up to $1,500 per child and adult for orthodontics services as a one-time contribution. Children are eligible for dental coverage up to age 26.

Delta Dental – Monthly Premiums

	Premium Paid by The City
Employee Only	$43.00
Employee + 1	$81.40
Employee + 2 or more	$140.30

Vision Insurance

The City contracts with Vision Service Plan (VSP) to provide vision insurance coverage for our employees. New employees become eligible for vision benefits the first day of the month following the date of hire. Vision premiums for full-time and eligible part-time, benefited employees and their dependents are paid 100% by the City. Vision benefit features include but are not limited to: annual eye exam and covered standard lenses, contact lenses, and frames from an in-network physician. Children are eligible for vision coverage up to age 26.

Vision Service Plan – Monthly Premiums

	Premium paid by The City
Employee Only	$14.85
Employee + 1	$14.85
Employee + Children (2 or more children, **NO** spouse or DP)	$14.85
Family (Employee + child or children **AND** spouse or DP)	$14.85

Flexible Spending Account

The City offers employees the ability to use pre-tax dollars for reimbursement of eligible medical expenses not covered by the insurance programs and for dependent care. These two accounts are called the "Healthcare Flexible Spending Account" (FSA) and the "Dependent Care Flexible Spending Account" (DCFSA).

New employees become eligible to participate in both accounts the first of the month following the date of hire. Employees are eligible to elect up to $3,400 annually for healthcare reimbursement and $7,500 annually for dependent care. Election amount(s) will be deducted over 24 pay periods, or the number of pay periods remaining in the calendar year after the employee is hired.

Type of Flexible Spending Accounts	Waiting Period	Annual Election Allowable
Healthcare Account	1st day of the month following Date of Hire	$3,400 Maximum
Dependent Care Account	1st day of the month following Date of Hire	$7,500 Maximum

Life Insurance
The City currently contracts with The Standard Insurance for life insurance benefits for our employees. Basic Life Insurance/AD&D is effective on the first day of the month following the date of hire and upon the completion of the enrollment process. The City pays the premium for Basic Life and Accidental Death and Dismemberment (AD&D) – $100,000 for management-level employees and $50,000 for all other benefited employees.

Age Reductions – Under this plan, coverage reduces 35% at age 65, and 50% at age 70. Spouse/Registered Domestic Partner coverage will be reduced as the employee ages by 35% at age 65 and 50% at age 70.

Employees can purchase additional life insurance via a payroll deduction through the Additional Life Insurance program for themselves, their spouse/domestic partner, and children. This is a portable benefit. Employees have a "guaranteed" amount of additional life insurance coverage that can be purchased without any review by underwriting if you apply within 31 days of becoming eligible. Below is a chart showing these amounts:

Guaranteed Amount	Maximum Purchase
Employee Only – Up to $250,000	Employee – The lesser of $500,000, not to exceed 7 times employee's annual earnings
Spouse/Domestic Partner – Up to $50,000	Spouse/Domestic Partner – 50% of the employee amount
Dependent Child - $2,000 $4,000 $6,000 $8,000 $10,000 Maximum	Age limit 26 The children rates are based on a per unit cost, not per child cost.

Long-Term Disability Insurance
The City contracts with The Standard Insurance to provide long-term disability insurance. New employees are enrolled into the Long-Term Disability program the first day of the month following the date of hire. The City pays for the cost of coverage. Coverage includes 60% of monthly earnings to a maximum benefit of $12,750 per month; there is a 30-day waiting period; benefits are paid for the duration of a qualifying disability. Part-time, regular employees working at least 20 hours per week qualify for this benefit. Since the City pays the premium on behalf of the employee, if an employee were to receive a benefit – the amount received would be taxable.

The Standard Insurance – Monthly Premium

	Premium paid by The City
LTD Rate	$0.377 per $100.00

Retirement & Deferred Compensation

Defined Retirement Benefit

The City has contracted with the California Public Employees' Retirement System (CalPERS) to provide retirement benefits for our employees. The CalPERS retirement program is a defined benefit program. Employees need to contact CalPERS @ www.calpers.ca.gov with specific retirement questions.

Member Retirement Benefit Contribution

Miscellaneous members will be required to contribute based on the retirement formula for which they are eligible (see Retirement Benefit Formulas section below).

Miscellaneous 2.7% @ 55	8% Employee Rate
Miscellaneous 2% @ 55	7% Employee Rate
Miscellaneous 2% @ 62	7.75% Employee Rate*

**(currently 50% of normal cost – may change annually)*

Local Safety members will be required to contribute based on the retirement formula for which they are eligible (see Retirement Benefit Formulas section below).

Safety 3% @ 50	9% Employee Rate
Safety 3% @ 55	9% Employee Rate
Safety 2.7% @ 57	13.75% Employee Rate*

**(currently 50% of normal cost – may change annually)*

Employee Cost Sharing of Employer Rate

Safety 3% @ 50	4% Employee Rate
Safety 3% @ 55	4% Employee Rate

Retirement Benefit Formula

The benefit formula is determined by an employee's date of hire, classification, and status with CalPERS.

For employees hired on or after January 1, 2013 (PEPRA)

According to the Public Employees' Pension Reform Act (PEPRA), new members to CalPERS **OR** prior members of CalPERS or a reciprocal retirement system with more than a 6-month break in service:

Miscellaneous 2% @ 62 Formula, three-year average compensation method
Safety 2.7% @ 57 Formula, three-year average compensation method

Prior member of CalPERS or reciprocal retirement system with less than 6-month break in service

Miscellaneous 2% @ 55 Formula, three-year average compensation method
Safety 3% @ 55 Formula, three-year average compensation method

Prior Employees of City of Citrus Heights

For employees hired prior to August 15, 2011, the formula and compensation method used in calculating retirement benefits are as follows:

Miscellaneous Personnel – 2.7% @ 55 Formula, one-year final compensation method
Local Safety Personnel – 3% @ 50 Formula, one-year final compensation method

For employees hired on or after August 15, 2011, the formula and compensation method used in calculating retirement benefits are as follows:

Miscellaneous Personnel – 2% @ 55 Formula, three-year average compensation method
Local Safety Personnel – 3% @ 55 Formula, three-year average compensation method

Miscellaneous & Safety – employee returns with the same formula as during previous employment; formula will depend upon date of appointment in the CalPERS system for initial employment with Citrus Heights.

Survivor Benefits

The City provides the 4th level Survivor Benefits for all employees. This benefit provides a monthly allowance for dependents should an employee pass away before retiring from City service.

Monthly Benefit Levels

Benefit Level	One Survivor	Two Survivors	Three or more Survivors
Level 4	$950	$1,900	$2,280

Eligible Survivors

- Spouse or registered domestic partner: A surviving spouse or registered domestic partner is a person who was legally married, or in a registered domestic partnership, with the member either one year prior to the member's death, or before the occurrence of the injury or onset of illness that resulted in the member's death. A surviving spouse or registered domestic partner is entitled to the 1959 Survivor Benefit as long as they have care of an eligible child, OR are at least age 62 (age 60 at Level 4, 5, and under the Indexed Level). A surviving spouse may remarry and continue to receive their allowance.

- Children: An unmarried biological or adopted child of the member or an unmarried stepchild (if the child was living with the member in a parent-child relationship) is eligible for benefits while under age 22. An unmarried child incapacitated because of a disability which began before attaining age 22 may be entitled to the benefit until the disability ends. If a child is in the care of the guardian, or is living on their own, the child's portion of the benefit is payable to the guardian or to the child directly, rather than to the surviving spouse or registered domestic partner.

- Parents: A parent may be eligible if there is no surviving spouse, registered domestic partner or eligible children, and the parent(s) was dependent on the member for at least half of their financial support at the time of the member's death.

Deferred Compensation
Employees are eligible to participate in the City's designated Deferred Compensation (457) Plan at any time. This program allows employees to save pre-tax, and/or post-tax dollars (Roth) for their future retirement. Management-level staff participating in this program would receive up to a 3% match based on salary.

401(a) Plan
Executive-level employees participate in the City's 401(a) Plan. This program allows them to save additional pre-tax and/or post-tax dollars for their future retirement. Executive-level staff receive 5% City match up to the IRS limit.

Leave Benefits

Annual Leave
The City does not have a traditional vacation and sick leave program. An employee is eligible to earn up to 136 hours per year and increases based on years of service. The number of Annual Leave hours accrued each year is based on years of service as shown below.

Years of Service	Annual Accrual	Maximum Accrual
Year 0 through 4	136 hours	272 hours
Beginning Year 5 through 9	160 hours	320 hours
Beginning Year 10 through 14	184 hours	368 hours
Beginning Year 15 through 19	200 hours	400 hours
Beginning Year 20 and beyond	240 hours	480 hours

Maximum accrual is two times the annual accrual rate.

Long-Term Medical Leave
The City has a Long-Term Medical Leave program for extended illnesses or medical conditions that require the employee to miss work. Employees accrue 40 hours of Long-Term Medical Leave annually and it can be utilized after using 24 hours of other leave for the same condition. No maximum accrual limitation exists. Employees may use their Long-Term Medical Leave for themselves or care for their immediate family. However, the employee is unable to cash-out any Long-Term Medical Leave, even upon termination of employment.

Holidays
The City generally observes 12 Holidays each year during which City Hall and the Event Center are closed. Two (2) Floating Holidays are also credited to eligible employees at the beginning of each calendar year on January 1. Holiday benefits are provided in different configurations based on the employee's shift schedule as outlined below.

- Non-Sworn and Sworn Employees (Non-Patrol) – Provides 12 Holidays at the rate of 8 hours per holiday. In addition, 2 Floating Holidays (totaling 16 hours) are provided at the beginning of the calendar year.

- Non-Sworn Communication Employees – Provides all Non-Sworn Employees with 7.5% holiday pay in-lieu of observing holidays. *See your supervisor for details*.

- Patrol Sworn employees and Patrol CSO employees – 160 hours (4 weeks of paid time off based on regularly scheduled hours worked per week) are banked as Sabbatical to be used in annual Mini-Sabbatical bundle. The 160 hours is calculated by the following formula:
    - (12 Holidays x 8 hours x 1.5 (*Overtime–assuming Holidays are worked*) + 16 Floating Holiday hours) = 160 Total hours. Sabbatical hours are *not* eligible for cash-out.

Management Leave
Management-level staff receive 80 hours of Management Leave at the beginning of each fiscal year. The leave must be used within the fiscal year credited or up to 40 hours may be carried over into the next fiscal year. Carryover hours are not eligible for cash out. Management employees hired after the first day of the fiscal year will receive a pro-rated amount of these hours. Executive-level staff receives 120 hours.

Bereavement
On the date of hire, employees are entitled to 5 working shifts off for bereavement leave (24 hours of which are paid) per event due to the death of a member of an employee's immediate family. *See Human Resources for more information.*

California Family Rights Act (CFRA) & Family Medical Leave Act (FMLA)
Eligible employees will receive up to 12 weeks of unpaid leave for covered events in a 12-month period. FMLA/CFRA covers absences for the birth or adoption of a child or to care for the employee's own serious health condition or that of an eligible family member and/or other designated person. To be eligible, the employee must have worked for the agency for at least 12 months AND worked at least 1,250 hours in the 12 months preceding the leave. *See Human Resources for more information about Leaves programs and eligibility.*

Pregnancy Disability Leave (PDL)
Employees disabled due to pregnancy, childbirth or related medical conditions are entitled to a leave of absence for the time they are disabled up to a maximum of four months. Employees are eligible for pregnancy disability leave upon hire. *See Human Resources for more information about Leaves programs and eligibility.*

California Paid Family Leave (CPFL)
As participants in State Disability Insurance (SDI), employees are eligible for eight weeks of partial pay per year while taking time from work to care for a new child or eligible sick family member. The payments are distributed by the Employment Development Department, a state agency, not the employer. *See Human Resources for more information about Leaves programs and eligibility.*

Enhanced Paid Leave Program (EPL)
The City has an Enhanced Paid Leave program for employees who have worked the equivalent of one year of full-time employment for the City. This program provides up to six weeks per year paid leave for a qualifying event (birth or adoption of a child, employee's serious illness, or serious illness of immediate family, etc.). This benefit is coordinated with benefits and policies provided by the State Disability Insurance (SDI) or the California Paid Family Leave (CPFL) and the Worker's Compensation Temporary Disability program. This benefit can be utilized *once* per year. The City pays all benefits during an employee's enhanced leave time. *See Human Resources for more information about Leaves programs and eligibility.*

Employee Assistance Program & Development

Employee Assistance Program (EAP)

The City contracts with Concern Health to provide our Employee Assistance Program to our employees. New employees become eligible to participate in the Employee Assistance Program the first day of the month following the date of hire. Features of this program include eight (8) face-to-face visits (or 10 visits for designated PD staff) with a counselor per incident, plus a free initial assessment visit, short-term counseling, specialized provider network, and employee orientation, program materials, and training seminars. This benefit also offers a convenience service, which includes resource referrals for assistance with personal needs such as pet boarding, locating a tradesperson, research travel information, house sitting and much more. The benefit is extended to cover employees and anyone living in their household (ex: in-laws, roommate, etc.). EAP premiums are paid 100% by the City.

Concern - EAP

$13.54 per employee per month (PD only) $4.00 per employee per month (City Hall)

Tuition Reimbursement

Regular full-time, part-time benefit eligible employees or any probationary employees receiving a positive 6-month evaluation rating are eligible to participate in the Educational Reimbursement Program.

- Miscellaneous and Sworn employees – This program provides up to $1,500 per fiscal year for tuition and books on a reimbursement basis to encourage employees' continuing education efforts.

Professional Development

Professional development is available to all employees at the date of hire, but the frequency is contingent upon departmental budget allocation. The City encourages a variety of internal and external professional development training and opportunities for all levels of staff.

Personal Computer/Technology Purchase Program

New hires are eligible after a 6-month waiting period to participate in a no-interest, up to $2,500, two (2) year computer loan program offered through the City.

Alternative Work Schedule

The City offers a 9/80 alternative work schedule, and hybrid work schedules for eligible positions. Additional alternative work schedules have been developed for the Police Department.

Voluntary Benefits Program

To provide our employees with the best benefits possible, the City currently offers the following low-cost optional benefits.

AFLAC

The City of Citrus Heights has contracted with AFLAC to allow employees to purchase insurance coverage that meets their specific needs at group rates through convenient payroll deductions. Employees may purchase additional coverage for Accident, Critical Illness, and Hospital plans. Employees can choose from several benefit levels to design their own plans. *If you wish to participate in this benefit, please contact Human Resources to schedule a meeting with an AFLAC representative.*

Nationwide® Pet Insurance

As the nation's oldest and largest pet health insurance provider, Nationwide® has a proven track record of protecting pets—for life. Nationwide® Pet Insurance policy helps pay for the employee's pet treatments, surgeries, lab fees, X-rays, and much more. Employees are eligible to receive a 5% group discount, which applies to the base policy.

Uniform Benefit

The City of Citrus Heights provides uniforms and uniform maintenance for positions required to wear uniforms. The value of this benefit will be reported to CalPERS as special compensation for eligible employees. Special compensation is included when determining the appropriate payroll deduction for the member contribution to CalPERS. Employees will be required to pay the appropriate member contribution rate to CalPERS for the Uniform Benefit via payroll deduction. **Note:** Employees subject to PEPRA guidelines (new CalPERS members hired after 01/01/2013) are not eligible for Uniform Benefit reporting to CalPERS.

The Uniform Benefit is determined by the employee's classification per the following table:

GROUP	ANNUAL	BI-WEEKLY
Sworn – Officers	$806.00	$31.00
Sworn – Command	$806.00	$31.00
CSI/CSO/CODE	$494.00	$19.00
Records/Dispatch	$104.00	$4.00
Animal Services Officers	$390.00	$15.00
Maintenance Worker I/II, Senior Maintenance Worker, Construction/Maintenance Inspector I/II, Construction/Maintenance Inspection Supervisor	$598.00	$23.00
Building Inspector I/II, Senior Building Inspector	$598.00	$23.00
Fleet Technician	$286.00	$11.00

Police Department Specific Benefits

There are specific benefits that are provided to Police personnel only, due to some of the differences in this occupational group. Applicable Memorandum of Understanding (MOU) language takes precedence in cases where the language between the Employee Benefit Summary and the MOU differs.

Educational Incentive Pay
The City will pay the following educational incentive pay for Police Officer, Sergeant, Lieutenant, Commander, and the Chief of Police classification:

- AA/AS Degree or equivalent (60 units) 2.5% of base salary
- Intermediate POST 2.5% of base salary
- BA/BS Degree 2.5% of base salary
- Advanced POST 2.5% of base salary
  (Maximum Incentive 10%)
- Additional Incentive for MA/MS Degree 5% of base salary

The City will pay the following educational incentive pay for CHPEA eligible positions:

- AA/AS Degree or equivalent (60 units) 2.5% of base salary
- Intermediate POST 2.5% of base salary
- BA/BS Degree 2.5% of base salary
- Advanced POST 2.5% of base salary

❖ CHPEA eligible positions: 2.5% maximum incentive pay

❖ Police Dispatchers: 7.5% maximum incentive pay

The City will pay the following educational incentive pay for Police Communications Supervisor, and Police Communications Manager classifications:

- AA/AS Degree or equivalent (60 units) 2.5% of base salary
- Intermediate POST 2.5% of base salary
- BA/BS Degree 2.5% of base salary
- Advanced POST 2.5% of base salary

❖ 7.5% maximum incentive pay

*Educational Incentive Pay shall ***not*** apply for those classifications where advanced education/certification is a minimum job requirement or where a certification does not directly apply to the member's current classification.

Bilingual Pay (POA and PEA Only)
The City will pay $100 per month for employees certified by Human Resources as Spanish or Slavic speaking. The employee would be required to pass a proficiency test. The Bilingual Pay would also apply to Sworn and Communication Center personnel passing a proficiency assessment in American Sign Language.

Special Assignment Pay
The City will pay the following Special Assignment Pays for sworn personnel:

- Detective – At beginning of assignment, the employee is provided with 3% of base pay with the opportunity to earn up to 5% of base pay after a 6-month period.
- School Resource Officer – At beginning of assignment, the employee is provided with 3% of base pay with the opportunity to earn up to 5% of base pay depending on performance.
- Field Training Officer – 5% of base pay for the entire shift when performing FTO duties.
- SWAT – Marksperson incentive pay, once successfully completed required department training and satisfy appliable shooting standards.

For Special Assignment Pays, the decision to assign and the length of a specialty assignment is at the discretion of the Chief of Police. Special assignment/incentive pay shall remain with the employee following reassignment (inactive status), provided the employee has completed at least one (1) year in the special assignment. Special assignment/incentive pay is not reportable to CalPERS while an employee is in inactive status. Upon promotion, all special assignment/incentive pay pursuant to this section will end until the employee is again assigned to one of the above assignments.

Professional Attire Pay
Detectives assigned to General Investigations or other "plain clothes assignment" for Sworn personnel will receive $850 per fiscal year for professional attire. Professional Attire Pay is not reportable to CalPERS as special compensation.

Police Recruitment Incentives

The following recruitment incentives are available to certain Police specific classifications.

- Leave Accrual Credit for Police Specialized – Provide leave accrual credit in years of service at time of hire in City's annual leave accrual rates based on years of service in most recent law enforcement employer. (Officers/Sergeants is based on all years of service in position)
- Relocation Assistance – (Sworn Police Department employees only) – The City offers a one-time $1,500 Relocation Assistance Award for sworn personnel. This Relocation Assistance award is available to any sworn Police Department employee who is currently living more than 60 miles away from Citrus Heights and moves within a 60-mile radius of the Citrus Heights Police Department.
- Academy Reimbursement – For Police Trainees and Academy Graduates, the City will reimburse the employee $2,500 for Academy tuition and expenses after successfully passing probation. This is not available to Police Lateral transfers.

If you have any questions, please contact Human Resources at (916) 727-4731