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ITEM	EXECUTIVE	MANAGEMENT	MID-MANAGEMENT	CONFIDENTIAL	CLERICAL/TECHNICAL (SEIU 521)	PUBLIC WORKS (OE3)	FIRE MANAGEMENT	FIRE (IAFF L-1272)	POLICE MANAGEMENT	PUBLIC SAFETY MID- MANAGEMENT (PSMM)	POLICE (POA)
CALL BACK/ ON CALL	N/A	N/A	\$280/week on-call for designated employees; 3 hr min OT call back \$40/day on-call for designated employees.	N/A	\$210/week on-call for designated employees; 3hr min. \$30/day on-call for designated employees. OT call back when required to report to worksite, 15 min of OT call back when able to respond by phone/computer.	\$280/week on-call for designated employees; 3 hr min OT call back \$30/day on-call for designated employees	N/A	Minimum 2 hrs OT	N/A	Sergeants-4hr min Court Time OT	4 hr min court time OT
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	Level I Oral-\$75/mo Level I Written-\$250/mo Level II-+\$100/mo	5%	Level I Oral-\$75/mo Level I Written-\$250/mo Level II-+\$100/mo	5%	5%
ADMINISTRATIVE LEAVE	120 hrs/yr	108 hrs/yr	96 hrs/yr	N/A	20 yrs of service- 2 days upon reaching 20 years of service and each year thereafter.	N/A	108 hrs/yr	N/A	108 hrs/yr	Lieutenants-80 hrs/yr	N/A
PERSONAL LEAVE	N/A	N/A	Up to 24 hrs/calendar year of accrued sick leave. Subject to vacation rules.	52 hrs/yr	Up to 24 hrs/calendar year of accrued sick leave. Subject to vacation rules.	N/A	N/A	N/A	N/A	N/A	N/A
TUITION REIMBURSEMENT	\$1,000/yr	\$1,000/yr	\$2,000/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	\$1,200/yr for Public Safety	\$700/yr for Public Safety	\$175/yr Boots \$40/yr Resoling safety boots for Sanitation \$30/yr all others \$475/yr uniform for covered employees.	N/A	Field Employees: \$175/yr Boots \$200/yr Safety Boots	\$175/yr Boots \$200/yr Safety Boots \$40/yr Resoling safety boots for Sanitation \$30/yr all others \$475/yr uniform for PSS/Parking Control	\$700/yr \$250/yr Boots	City provided uniforms per Appendix B of MOU	\$1,200/yr	\$1,200/yr	\$1,200/yr
EDUCATIONAL INCENTIVE	N/A	N/A	\$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	3%- BA /BS 3%- Fire Officer Series 1.5%- Chief Fire Officer series 1.5%- Executive Fire Chief Officer series	Maximun 9% 3%- AA /AS 1.5%- BA/BS 3%- Completion of Fire Officer Certification series 1.5%- Completion of Chief Fire Officer series	5%-Mgmt POST for Police Captains 2.5%-Exec POST Executive for Asst Police Chief 2.5%- Master's Degree eff 7/1/24	Sergeants: 2.5%-Adv POST 5%- BA/BS/Sup. POST Lieutenants: 5%- Mgmt POST 2.5%-Master's degree for any unit member	2.5%-Int. POST/AA/AS 5%- Adv POST/BA/BS 2.5%- Master's degree
VACATION	1st yr- 12 days 2nd yr- 13 days 3rd yr- 14 days 4th yr-15 days 5-10 yrs 16 days 11+ yrs- 22 days	1st yr- 12 days 2nd yr- 13 days 3rd yr- 14 days 4th yr-15 days 5-10 yrs 16 days 11+ yrs- 22 days	0-5 yrs- 12 days/yr 6-12 yrs-16 days/yr 13+- 22 days/yr	0-5 yrs- 12 days/yr 6-12 yrs-16 days/yr 13+- 22 days/yr	0-5 yrs- 12 days/yr 6-12 yrs-16 days/yr 13+- 22 days/yr 20+ - 22 days/yr	0-5 yrs- 12 days/yr 6-12 yrs-16 days/yr 13+- 20 days/yr	1st yr- 12 days 2nd yr- 13 days 3rd yr- 14 days 4th yr-15 days 5-10 yrs 16 days 11+ yrs- 20 days	0-4- 4 shifts/yr 5-9- 6 shifts/yr 10-14- 8 shifts/yr 15-19- 10 shifts/yr 20+- 12 shifts/yr	1st yr- 12 days 2nd yr- 13 days 3rd yr- 14 days 4th yr-15 days 5-10 yrs 16 days 11+ yrs- 22 days	0-5 yrs- 12 days/yr 6-12 yrs-16 days/yr 13+- 20 days/yr	0-5 yrs- 12 days/yr 5-13 yrs-16 days/yr 13+- 20 days/yr
LTD	City-paid	City-paid	City-paid	City-paid	City-paid	N/A	City-paid	N/A	City-paid	N/A	N/A
HOLIDAYS	14	14	14	14	14	14	14 4% for Battalion Chiefs working 56hr schedule eff. 7/1/22.	4% of base pay eff. 7/1/21. Additional 4% of base pay for total of 8% eff. 7/1/23	14	5/8 work schedule-12 holidays. Sergeants working 5/8 schedule additional 8hrs CTO. 4/10 Detective schedule-12 holidays 4/10 work schedule-10 hrs(120hrs) of holiday pay/mo	5/8 work schedule-12 holidays 4/10 Detective schedule-12 holidays 4/10 work schedule-10 hrs(120hrs) of holiday pay/mo
SICK LEAVE	15 days/yr	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	15 days/yr
SOCIAL SECURITY/MEDICARE	6.20%	6.20%	6.20%	6.20%	6.20%	6.20%	1.45% Medicare only	1.45% Medicare only	1.45% Medicare only	1.45% Medicare only	1.45% Medicare only
SDI	N/A	N/A	N/A	N/A	0.9% Employee paid	0.9% Employee paid	N/A	N/A	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	N/A	N/A

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>

ITEM	EXECUTIVE	MANAGEMENT	MID-MANAGEMENT	CONFIDENTIAL	CLERICAL/TECHNICAL (SEIU 521)	PUBLIC WORKS (OE3)	FIRE MANAGEMENT	FIRE (IAFF L-1272)	POLICE MANAGEMENT	PUBLIC SAFETY MID- MANAGEMENT (PSMM)	POLICE (POA)
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	N/A	N/A
LONGEVITY	N/A	1% -10 yrs of service	1% -10 yrs of service 0.5% Additional for total of 1.5%-15 yrs of service	1% -10 yrs of service 0.5% Additional for total of 1.5%-15 yrs of service	1% -10 yrs of service 0.5% Additional for total of 1.5%-15 yrs of service	N/A	1%-15yrs as sworn WFD	1.5%- 15 yrs of service as sworn WFD Effective 71/23 2% 10yrs of service w/WFD. Additional 2.5%-20yrs of service for total of 4.5%.	2%- 10 yrs as sworn WPD 2.5%- 20 yr as sworn WPD	2%- 10 yrs as sworn WPD 2.5%- 20 yr as sworn WPD	2%- 10 yrs as sworn WPD 2.5%- 20 yr as sworn WPD
OTHER	OT Disaster Response-Eligible for overtime compensation	OT Disaster Response-Eligible for overtime compensation	Bereavement Leave-3 days paid leave for in State and 5 days for out of State funerals. Applies to immediate family.	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	OT Disaster Response-Eligible for overtime compensation	5% -HazMat Tech 3% EMT for EMT-B or EMT-P 10% Primary/ Firefighter Paramedic \$250/mo-Support Paramedic	OT Disaster Response-Eligible for overtime compensation	5%- Sgt. Detective 5%-Shift Differential	5% -Detective 5%-Master Officer 5% FTO/Corporal 5% Acting Sgt 5% Motorcycle 3.5 hrsOT/week-Canine

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