

City of Hercules : FY2012 Summary of Salaries and Major Benefits

Total No. of Employees: 168

Full Time = 88 (27 = Police Officers)

Part Time = 80 (9 = Temporary)

31% = HPOA

69% = Teamsters & Unrepresented

Benefit ¹	HPOA	Teamsters ²	Senior Mgrs. ⁴	PT Non-Teamsters ⁵	Council ⁶	TOTAL	Comments
PERS Retirement	3@50	2@55	2@55	2@55			
Employer Portion (ER)	944,010		613,831	8,207	3,875	1,566,048	
11.614% GE & 34.414% HPOA							
Employee Portion (EE)	246,878		333,819	0.00	2,335.47	580,697	
7% GE, 2% PT and 9% HPOA							
EPMC	107,181		59,679	0.00	0.00	166,860	
Survivor Benefit	606		1,551	0.00	72.42	2,157	
PARS (ER) Portion				4,515	0.00	4,515	Some PT Only
One Year Final Comp						-	Police Only
Subtotal	56%		43%			\$ 2,320,277.10	
Health Insurance					42,896	1,302,306.36	
Dental Insurance	44,381	96,443	25,601	393	6,276	173,094	
Vision Insurance						20,279	
Retiree Health Insurance						9,315	
Subtotal						\$ 1,504,994.16	
Accidental Death & Dism. Insurance	546	907	336	N/A	67	1,856	
Life Insurance	2,028	3,085	1,533	N/A	250	6,895	
LTD Insurance	5,850	21,922	7,652	N/A	N/A	35,425	
Subtotal						\$ 44,176.20	
Benefits Subtotal						\$ 3,869,447	This subtotal does not include Medicare, Council Benefits and other small benefits
Add Pays ³							
401A	N/A	N/A	56,594	N/A	N/A	\$ 56,594	Senior Mgrs. & Unrepresented
Longevity	44,758	35,806	18,054	N/A	N/A	\$ 98,618	HPOA % of Salary up to 8% - Currently 9 Officers are receiving benefit. Others receive flat monthly
	45%	36%	18%				
Education Incentive	19,859	7,221		N/A	N/A	\$ 27,080	
	73%	27%	0%				
Medical Redirect				N/A	N/A	\$ 199,008	
Assigned Positions	48,931					\$ 48,931	HPOA Only: Assigned to Corporal, Traffic, SRO, Admin. Positions
Mgt Incentive (Vehicle)	N/A	N/A	N/A				Incentive put on hold as 7/1/2010.

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Add Pays Subtotal					7200	\$ 437,431	This subtotal does not includes Council Pay, Out of Class and other small add Pays
Salaries							
Regular Salaries	2,284,080	4,352,999	1,247,076	280,658	50,193	8,215,006	
Overtime	172,955	27,481	0	N/A	N/A	\$ 200,436	
Salaries Subtotal	2,457,035.70	4,380,479.55	1,247,076.41	280,657.60	50,193.00	\$ 8,415,442	
Call Back	90,591	2,035	N/A	N/A	N/A		Amounts according to prior fiscal year, excluded from subtotal. HPOA 4 hrs. minimum & GE 3 hrs. minimum
Court Duty	54,989	N/A	N/A	N/A	N/A		
Tuition Reimbursement							Maximum of \$30,000 per fiscal year
TOTAL ⁷						\$ 12,722,321	

SALARIES	\$ 2,457,035.70	\$ 4,380,479.55	1,247,076.41	280,657.60	50,193.00	\$ 8,415,442
Add Pays ³						\$ 538,865
Benefits						\$ 3,987,005
						<u><u>\$ 12,941,312</u></u>

NOTES

¹ Employees that retired early & were terminated during the FY have been taken out

² Teamsters includes P/T working > 20 hrs./week, F/T and Mid Mgrs.

³ Add Pay is defined as compensation other than salaries. Ex. Longevity, Education Pay, Out Class Pay, Special Incentives, Medical Redirect, etc

⁴ Includes Unrepresented Employees

⁵ Includes Temporary PT and PT working < 20 Hrs./week for a total of approximately 45 Positions. 40 in Parks & Rec. & 5 in Other Depts.

⁶ Council add pay includes \$30/meeting for RDA or approximately \$120/month per council member = \$7,200

⁷ Total (12,722,321) medicare and small add pays. Actual salary & benefit total is \$12,941,312