

**CITY OF GREENFIELD
BENEFIT SUMMARY
GREENFIELD POLICE SUPERVISORS' ASSOCIATION**

Paydays

Bi-weekly payday is every other Friday following the end of the respective pay period. When the regular payday is a holiday, the payday is the preceding business day.

Holidays

13 paid per year

- January 1st
- The third Monday in January, known as Martin Luther King Day
- The third Monday in February, known as President's Day
- The last Monday in March, known as Cesar Chavez Day
- The last Monday in May, known as Memorial Day
- July 4th
- The first Monday in September, known as Labor Day
- The second Monday in October, known as Columbus Day
- November 11th, known as Veteran's Day
- The third Thursday in November, known as Thanksgiving Day
- The day subsequent to the third Thursday in November
- December 24th, known as Christmas Eve
- December 25th, known as Christmas Day

If any holiday falls on a Saturday, the preceding Friday shall be observed as the holiday; if it falls on a Sunday, the following Monday shall be observed as the holiday.

Paid Leave

Type of Paid Leave: Vacation

Accrual Rate

Less Than Five (5) Years – 10 days per year

Five (5) or More Years – 15 days per year

Fifteen (15) or More Years – 21 days per year

Maximum accrual up to three (3) years (the annual accrual times three)

Compensation in Lieu of Time Off-Each year employees may request that the City purchase any accrued vacation over 80 hours up to a maximum of 40 hours per year.

Lateral Transfer Vacation Accrual-Lateral transfers shall accrue vacation time at the combined time in grade of previous and current California employment not to exceed a rate of ten (10) years of service

Type of Paid Leave: Sick

Accrual Rate

10 hours per month of employment. Unlimited accrual. Eligible to use after completion of probationary period or six (6) months unless authorized by the Personnel Officer.

Family Illness Use (Kin Care): May use up to one half of annual sick leave accrual (60 hours).

Bereavement Leave: May use up to 5 days of sick leave in the case of death of a relative of the first degree by blood or marriage. (Spouse, parent, child, brother, sister or a close relative residing in the household of the employee.)

Payment for Unused Sick Leave: Payment for employee who retires and/or resigns in good standing.

- After 5 years continuous service – 10% of accumulated sick leave
- After 10 years continuous service – 20% accumulated sick leave
- After 15 years continuous service – 30% accumulated sick leave
- After 20 years continuous service – 40% accumulated sick leave

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Education/Tuition Incentive: 2 ½% for POST Intermediate Certificate
2 ½% for POST Advanced Certificate

\$1,000/Year for courses related to employee's field or towards
obtaining an Associate, Bachelors or Masters degree.

Bilingual (Spanish) Incentive Pay: 2 ½% - Upon approval of Chief of Police and City Manager.

Compensatory Time (Comp. Time): May accumulate up to 80 hours. Annual one-time payment of 40 hours may be requested by employee for payment in December.

Court Pay: 2 hour minimum

Specialty Pay: Assignments requested and assigned by the Chief of Police.

5%/base salary; maximum 10%

- Qualified and designated as a Field Training Officer (FTO)
- Violence Suppression Unit (VSU)
- Motorcycle Officer
- Range Master
- Canine Officer
- Special Weapons and Tactics (SWAT)
- Crime Scene Investigation (CSI)

<p>Note: The information above is intended to provide you with a general summary of benefits available to City of Greenfield Employees, and is not legally binding.</p>
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