



	<b>POA</b>	<b>CASA &amp; UCE</b>	<b>SEIU</b>	<b>SAMA, CAM &amp; CMM</b>	<b>PMA</b>	<b>EM &amp; CM</b>
<b>CalPERS Retirement Pension</b>	Classic Safety (sworn) - 3.0% at 50 (9% City paid EPMC; 12% EE cost sharing)  PEPRA Safety (sworn) - 2.7% at 57 (13% EE contribution for "new member" hired on/after 1/1/13 and no EPMC)  Classic Misc. - 2.7% at 55 (8% City paid EPMC; 8% EE contribution)  PEPRA Misc. - 2% at 62 (7.0% EE contribution for "new member" hired on/after 1/1/13 and no EPMC)	Classic Misc. - 2.7% at 55 (8% City paid EPMC; 8% EE cost sharing)  PEPRA Misc. - 2% at 62 (7.0% EE contribution for "new member" hired on/after 1/1/13 and no EPMC)	Classic Misc. - 2.7% at 55 (8% City paid EPMC; 8% EE cost sharing)  PEPRA Misc. - 2% at 62 (7.0% EE contribution for "new member" hired on/after 1/1/13 and no EPMC)	Classic Misc. - 2.7% at 55 (8% City paid EPMC; 8% EE cost sharing)  PEPRA Misc. - 2% at 62 (7.0% EE contribution for "new member" hired on/after 1/1/13 and no EPMC)	Classic Safety (sworn) - 3.0% at 50 (9% City paid EPMC; 12% EE cost sharing)  PEPRA Safety (sworn) - 2.7% at 57 (13% EE contribution for "new member" hired on/after 1/1/13 and no EPMC)  Classic Misc. - 2.7% at 55 (8% City paid EPMC; 8% EE contribution)  PEPRA Misc. - 2% at 62 (7.0% EE contribution for "new member" hired on/after 1/1/13 and no EPMC)	Classic Safety (sworn) - 3.0% at 50 (9% City paid EPMC; 9% EE cost sharing)  PEPRA Safety (sworn) - 2.7% at 57 (13% EE contribution for "new member" hired on/after 1/1/13 and no EPMC)  Classic Misc. - 2.7% at 55 (8% City paid EPMC; 8% EE contribution)  PEPRA Misc. - 2% at 62 (7.0% EE contribution for "new member" hired on/after 1/1/13 and no EPMC)
	POA LBFO 13.6 to 13.9	CASA MOU 13.3 & 13.4	SEIU MOU 12.2	SAMA MOU 13.5 & 13.6	PMA MOU 14.5 & 14.6	EM Reso 6
<b>Retiree Medical Subsidy / Retirement Health Savings Plan</b>	2% EE contribution towards RHS Plan	1.25% EE contribution towards RHS Plan	1.50% EE contribution towards RHS Plan	1.25% EE contribution & 1% City contribution towards RHS plan	Hired 11/15/22 or before - .5% EE contribution & 4.0% City contribution towards RHS Plan  Hired 11/16/22 or after - 1.25% EE contribution & 1%	EM contributes 1.25%. CM contributes 1.25%. EM&CM City Contributes 1%
	POA LBFO 12.2	CASA MOU 12.8	SEIU MOU 11.6	SAMA MOU 11.6	PMA MOU 12.7	EM Reso 8
<b>Tuition Reimbursement</b>	Max \$1,500/Fiscal Year (limit on units per quarter/ semester)	Max \$3,500/Fiscal Year  PTCS 75% of FT allowance (no limit on units)	Max \$2,500/Fiscal Year	Max \$3,000/Fiscal Year (no limit on units)	\$2,000/Fiscal Year (No limit on units)	\$3,500/Fiscal Year (no limit on units)
	POA LBFO 7	CASA MOU 8	SEIU MOU 7	SAMA MOU 14	PMA MOU 7	EM Reso 7
<b>City Paid Holidays</b>	11 Holidays + one 8 Floating (or 96 hours)	11 Holidays + 2 Floating based on hours scheduled to work	11 Holidays + 1 Floating based on hours scheduled to work	11 Holidays + 1 Floating based on hours scheduled to work	12 Holidays + one 8 hour Floating (or 104 hours)	11 Holidays + 2 Floating based on hours scheduled to work
	POA LBFO 9.1 & 14.1	CASA MOU 9	SEIU MOU 8	SAMA MOU 8	PMA MOU 9	EM Reso 3
<b>Vacation</b>	80 hours up to 200 hours per year based on years of completion	80 hours up to 200 hours per year based on years of completion  PTCS 75% of FT allowance	80 hours up to 200 hours per year based on years of completion  PTCS 75% of FT allowance	120 hours up to 200 hours per year based on years of completion  PTCS 75% of FT allowance	120 hours up to 200 hours per year based on years of completion	120 hours up to 200 hours per year based on years of completion
	POA LBFO 10	CASA MOU 10	SEIU MOU 9	SAMA MOU 9	PMA MOU 10	EM Reso 5
<b>Management Vacation</b>	N/A	N/A	N/A	65 hours per year	100 hours per year	100 hours per year
	N/A	N/A	N/A	SAMA MOU 9.5	PMA MOU 10.3	EM Reso 5.A

	POA	CASA & UCE	SEIU	SAMA, CAM & CMM	PMA	EM & CM
<b>Electronic Device Stipend</b>	N/A	N/A	N/A	\$100/month or City-issued device	\$100/month or City-issued device	\$100/month or City-issued device
	N/A	N/A	N/A	SAMA MOU 15	PMA MOU 15	EM Reso 12.B
<b>Wellness Incentive</b>	N/A	N/A	N/A	Up to \$300/Fiscal Year	N/A	Up to \$300/Fiscal Year
	N/A	N/A	N/A	SAMA MOU 12	N/A	EM Reso 3.A
<b>Car Allowance</b>	N/A	N/A	N/A	N/A	N/A	\$500/month or vehicle
	N/A	N/A	N/A	N/A	N/A	EM Reso 9

<sup>1</sup> most figures are monthly

<sup>2</sup> based on PERS Gold (\$695.93)

Visit <https://www.santa-ana.org/employee-relations> to view documents.