

**TABLE C1
 CITY OF BELL
 TOTAL COMPENSATION STUDY
 RETIREMENT PRACTICES**

AGENCY	Retirement Type	Retirement Pick-up ¹	Agency Retirement Rate	Retirement Benefit	Retirement Formula	Social Security Practices
City of Bell	PERS	9%	23.006%	3%@55	Single Highest Year	1.45%
City of Bell Gardens	PERS	0%	43.364%	2%@50 ²	Avg. 3 Highest Years	1.45%
City of Covina	PERS	6%	23.006%	3%@55	Single Highest Year	1.45%
City of Cypress	PERS	0%	32.407%	3%@50	Single Highest Year	1.45%
City of Huntington Park	PERS	9% ³	25.821%	3%@50	Single Highest Year	1.45%
City of Monterey Park	PERS	6%	24.695%	3%@55	Single Highest Year	1.45%
City of Placentia	PERS	9%	44.581%	3%@50	Single Highest Year	1.45%
City of San Gabriel	PERS	9%	34.695%	3%@50	Single Highest Year	1.45%
County of Los Angeles	LACERA	0%	24.1%	DNA	12 Month Average	1.45%

¹ Employee contribution paid by the employer

² Modification agreed upon per MOU October 2011

³ First year of employment City pays 4.5%; years 2 – 15 City pays 7%; from year 16 onward City pays full 9%.

TABLE C2 CITY OF BELL TOTAL COMPENSATION STUDY DEFERRED COMPENSATION / CERTIFICATION OR EDUCATIONAL INCENTIVE PAY PRACTICES		
AGENCY	Deferred Compensation	Certification or Educational Incentive Pay Practices⁴
City of Bell	None	AA – 5% Adv. POST – 8% BA/BS – 10%
City of Bell Gardens	None	AA or Int. POST – 2.5% BA/BS or Adv. POST – 7.5% MA – 10%
City of Covina	None	Intermediate POST – 2% AA or Adv. POST – 4% AA and Int. POST – 6% AA and Adv. POST – 7% BA/BS – 8% BA/BS and Adv. POST – 9%
City of Cypress	None	Int. POST – 2.5% Adv. POST – 5% AA – 5% BA/BS – 7.5%
City of Huntington Park	None	Separate steps included within salary schedule include: BA/BS or Int. POST – 5% BA/BS or Adv. POST – 10%

⁴ Within all agencies Officers are only eligible to receive one incentive, the highest level they qualify for.

TABLE C2 CITY OF BELL TOTAL COMPENSATION STUDY DEFERRED COMPENSATION / CERTIFICATION OR EDUCATIONAL INCENTIVE PAY PRACTICES		
AGENCY	Deferred Compensation	Certification or Educational Incentive Pay Practices⁴
City of Monterey Park	None	Int. POST – \$100 per month Adv. POST – \$175 per month AA or Junior class standing – \$135 BA/BS – \$275 MA – \$325
City of Placentia	None	AA or Int. POST plus 1 year on job – 2.5% BA/BS or Adv. POST plus 3 years on job – 5%
City of San Gabriel	None	AA or Int. POST – 3% Adv. POST – 5% AA and Int. POST – 4% BA/BS – 6% Adv. POST and BA/BS – 8%
County of Los Angeles	Up to 2% match of employees contribution	Basic POST – 6.5% Int. POST – 9.5% Adv. POST – 12.5%

TABLE C3 CITY OF BELL TOTAL COMPENSATION STUDY ASSIGNMENT PAY DIFFERENTIALS / LONGEVITY PAY		
AGENCY	Assignment Pay Differentials	Longevity Pay
City of Bell	Canine – 10%; Detective – 10%; Motor Officer – 10%; Field Training Officer – 10%	None
City of Bell Gardens	Field Training Officer – 2.5%; On Call Status – Overtime 2 hours per day	None
City of Covina	Detective – 7.5%; Motorcycle/Training Officer – 5; School Resource Officer – 5%; Field Training Officer – 5%	Longevity Salary Steps: Step F, 7 yrs. – \$6,474 Step G, 9 yrs. – \$6,636 Step H, 11 yrs. – \$6,802
City of Cypress	Field Training Officer – 5%; Detective Bureau – Additional 3 hrs. at overtime per 28 day cycle	None
City of Huntington Park	Field Training Officer – \$100 per week; On-call Duty – \$175 per week; Motorcycle – \$150 per week	20 years with Adv. POST – \$745 per month
City of Monterey Park	\$200 per month for each of the following: Motor Officer, Detective, Administrative Officer, Community Relations Officer, Personnel Officer, Technical Services Officer, Administrative Training Officer, Planning and Research Officer, Range Master, Assignment to the Police Oriented Policing Program, Field Training Officer, Canine.	None
City of Placentia	5% for each of the following: Investigations, Canine, Personnel and Training, Field Training Officer, Motorcycle, Traffic Division, School Resources Officer	2.5% after 20 years
City of San Gabriel	Field Training Officer – 2.5%; Detective – 2.5%; Senior Officer – 5%; Motorcycle – \$150 per month; Bicycle – \$150 per month	None

TABLE C3 CITY OF BELL TOTAL COMPENSATION STUDY ASSIGNMENT PAY DIFFERENTIALS / LONGEVITY PAY		
AGENCY	Assignment Pay Differentials	Longevity Pay
County of Los Angeles	Not Included in Data Collection	3% after 19 years 4% after 24 years 4% after 29 years (Cumulative – total of 11% after 29 years)

TABLE C4 CITY OF BELL TOTAL COMPENSATION STUDY LONG TERM DISABILITY PROGRAM AND COSTS / LIFE INSURANCE PROGRAM AND COSTS		
AGENCY	Long Term Disability Program and Costs	Life Insurance Program and Costs
City of Bell	None	\$50,000 at cost of .18/\$1,000
City of Bell Gardens	DNA	One times annual salary at cost of .22/\$1,000
City of Covina	Benefit Unknown (DNA) at a cost of \$40 per month	\$100,000 coverage at a flat cost of \$16.40 monthly
City of Cypress	66.6% of salary to a max of \$5,700 at a cost of .40/\$100	One times annual salary to a max of \$50,000 at a cost of .17/\$1,000
City of Huntington Park	66.6% of salary to a max of \$7,500 at a cost of .59/\$100	\$100,000 at a cost of .15/\$1,000
City of Monterey Park	None	\$50,000 at a cost of .30/\$1,000
City of Placentia	66.6% of salary to a max of \$8,000 at a cost of .77/\$100	\$50,000 at a cost of .25/\$1,000
City of San Gabriel	66.6% of salary at a cost of .87/\$100	One times annual salary at cost of .23/\$1,000
County of Los Angeles	None	None

**TABLE C5
 CITY OF BELL
 TOTAL COMPENSATION STUDY
 EMPLOYEE / EMPLOYER CONTRIBUTION TO MEDICAL / DENTAL / VISION INSURANCE**

Agency	Medical		Dental		Vision	
	Employer Contribution	Employee Contribution	Employer Contribution	Employee Contribution	Employer Contribution	Employee Contribution
City of Bell	\$1,211	\$0	\$120	\$0	\$28	\$0
City of Bell Gardens	\$1,562	\$0	\$189	\$0	\$62	\$0
City of Covina	\$400 ⁵	\$928	\$0	\$106	\$0	\$16
City of Cypress	\$1,025	\$303	\$50	\$116	Inc. in Medical	Inc. in Medical
City of Huntington Park	\$1,211	\$0	\$58	\$0	\$35	\$0
City of Monterey Park	\$925	\$352	\$50	\$74	\$7	\$12
City of Placentia	\$1,238	DNA	\$128	\$0	\$22	\$0
City of San Gabriel	\$1,210	\$0	\$47	\$0	\$18	\$0
County of Los Angeles	\$1,276	\$0	\$68	\$0	Inc. in Medical	\$0

⁵ Reflects agency's total contribution to cafeteria plan for employees hired after 1-1-12. Employees hired prior to 1-1-12 receive an \$800 contribution.

**TABLE C6
 CITY OF BELL
 TOTAL COMPENSATION STUDY
 VACATION ACCRUAL RATES (IN HOURS)**

Agency	Year 1 Annual Accrual	Year 1 Max Accrual	Year 5 Annual Accrual	Year 5 Max Accrual	Year 10 Annual Accrual	Year 10 Max Accrual	Year 15 Annual Accrual	Year 15 Max Accrual	Year 20 Annual Accrual	Year 20 Max Accrual
City of Bell	120	360	144	360	168	360	252	360	264	360
City of Bell Gardens	80	DNA	120	DNA	160	DNA	160	DNA	160	DNA
City of Covina	104	400	152	400	168	400	200	400	200	400
City of Cypress	80	160	112	224	152	304	160	320	160	320
City of Huntington Park	112	224	152	304	200	400	200	400	200	400
City of Monterey Park	88	400	88	400	120	400	160	400	200	400
City of Placentia	40	80	120	240	168	336	168	336	168	336
City of San Gabriel	80	N/A ⁶	120	N/A	128	N/A	160	N/A	160	N/A
County of Los Angeles	80	320	120	320	128	320	160	320	160	320

⁶ Can only carry over a maximum of 100 hours annually, requires department head approval.

TABLE C7 CITY OF BELL TOTAL COMPENSATION STUDY SICK LEAVE / VACATION CASH OUT / HOLIDAYS					
Agency	Sick Leave Annual Accrual (Days)	Sick Leave Maximum Accrual (Days)	Sick Leave Cash Out Policy	Vacation Cash Out Policy	Holidays (Days)
City of Bell	12	187.5	No	No	13 days
City of Bell Gardens	12	No Max	No	No	8 days plus 4 days floating
City of Covina	12	120	No	Yes – If have over 400 hours accrued will pay down annually to get back to 400.	13 days
City of Cypress	12	No Max	Yes – With a minimum of 120 hrs remaining can cash out up to half at 50% of hourly rate. With a minimum of 240 hrs. remaining can cash out up to half at 100% of hourly rate.	Yes – Assuming have 5 years of services and used 40 hours vacation in the previous year can cash out up to 40 hours annually.	10 days plus 22 hours floating
City of Huntington Park	12	No Max	Yes – May sell back half of unused days annually	DNA	10 days
City of Monterey Park	11	No Max	Yes – Can cash out up to 96 hours at 75% hourly rate if maintain a balance of 500 hours	Yes – May cash out up to 60 hours of vacation or holiday accruals	10 days plus 2 days floating
City of Placentia	12	432 hours	No	Yes – May cash out up to 80 hours annually assuming 120 hours still accrued	13 days

TABLE C7 CITY OF BELL TOTAL COMPENSATION STUDY SICK LEAVE / VACATION CASH OUT / HOLIDAYS					
Agency	Sick Leave Annual Accrual (Days)	Sick Leave Maximum Accrual (Days)	Sick Leave Cash Out Policy	Vacation Cash Out Policy	Holidays (Days)
City of San Gabriel	12	No Max	Yes – May cash out up to half of unused accrual annually	No	12 days
County of Los Angeles	12	No Max	Yes – May cash out up to 3 days annually with 40 hours remaining accrual	Can only cash out vacation if accrual over 320 hours max for 2 years then may cash out overage amount.	11 days