

**CITY OF WESLACO
SALARY & BENEFITS COMPARISON
UNION v. NON-UNION EMPLOYEES**

Source: Human Resource Department/Fire Department/Police Department
(As of October 18, 2011)

COMPENSATION	POLICE UNION	FIRE UNION	NON-UNION
SALARY	\$38,188.89 (Base Rate)	\$30,177.85 (Base Rate)	NONE
COMP TIME	NONE	YES	NONE
OVERTIME	The City reserves the right to control overtime pay.	Rate: at 1 ½ time Pre-approved by Collective Bargaining Agreement (CBA)	On Call for emergency response
INCENTIVE PAY	Intermediate: \$600 Advance: \$1,200 Master: \$1,500	CERTIFICATIONS Intermediate: \$600 Advance: \$1,315 Master : \$1,950 POLICE CERTIFICATION *TCLEOSE 4% of base pay EMT COMPENSATION • EMT-Basic: \$550 • EMT-Intermediate: \$2,800 • Paramedic: \$4,500 SPECIAL CERTIFICATION • Basic Life Support : \$500 • Advance. Life Support: \$1,000 • Mobile Intensive Care Unit (MICU): \$1,500	NONE

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ASSIGNMENT PAY	\$1,350	NONE	NONE
PHYSICAL FITNESS PAY	\$500 per testing cycle, (2x a year)	NONE	NONE
STABILITY	\$1,500 3 years min pay \$8,900 18+ years max pay	After 1 year min pay \$50 30+ year max pay \$7,700	\$50 yearly up to 10 years \$100 year after 10 years
EDUCATION PAY	Associates: \$850 Bachelor: \$1,700 Masters: \$2,300 Doctorate: \$2,900	Not less than <ul style="list-style-type: none"> • 30 hours: \$300 • 60 hours: \$600 (Associates) • 120 hours: \$900 (College Degree) 	NONE
TUITION REIMBURSEMENT	Criminal Justice Degree (Shall not exceed \$4,000 per fiscal year)	Fire Science Degree (Will only reimburse the cost of tuition with appropriate receipts with a satisfactory grade of a "C" or better.)	NONE
SICK LEAVE	1 day = 8 hour period	1 day = 12 hour period	1 day = 8 hour period
VACATION LEAVE	15 days for 1 year 18 days for 10 years 20 days for 20 years+	15 days for 1 year 18 days for 10 years 20 days for 20 years+	15 days for 1 year 18 days for 10 year 20 days for 20 years+
FUNERAL LEAVE	3 days	2 shifts = 4 days	3 days

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PERSONAL LEAVE	One personal day off (after introductory period)	One personal day off (after introductory period)	One personal day off (after introductory period)
HOLIDAYS	11 Holidays Holiday pay is at time and ½	11 Holidays 24 hour shifts will be compensated at a rate of 1 ½ times their regular rate, & receive an additional 8 hours of pay at regular rate	11 Holidays Holiday paid at regular rate
HEALTH INSURANCE	City pays 100% employee only	City pays 100% employee only	City pays 100% employee only
LIFE INSURANCE	\$20,000	\$20,000	\$20,000
RETIREMENT/ PENSION	TMRS-Retirement System (Cannot borrow)	Fire Fighters Pension Fund (Can borrow)	TMRS- Retirement System (Cannot borrow)
457 PLANS	Available	Available	Available
FAMILY MEDICAL LEAVE ACT (FMLA)	12 weeks of job protection plus Civil Service	12 weeks of job protection plus Civil Service	12 weeks of job protection
WORKERS COMPENSATION	YES	YES 1 year +1 year additional	YES
UNIFORM & PROTECTIVE EQUIPMENT	Police Officers 1 pair of boots annually Investigator 1 pair of boots once every 2 fiscal years.	5 complete uniforms upon entry 3 sets of partial uniforms there after	2 Complete Uniforms Parks; Public Facilities; Planning/Code Enforcement; Receiving 1 pair of boots

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UNIFORM ALLOWANCE	Uniform Allowance \$65 per month	NONE	NONE
EQUIPMENT	All other items as needed as per Collective Bargaining Agreement (CBA)	All other items as needed as per Collective Bargaining Agreement (CBA)	NONE
MISCELLANEOUS PROVISIONS	Reimburse \$300 to employee for damages to prescription glasses	Reimburse \$300 to employee for damages to prescription glasses	NONE
ATTORNEY FEES	<p>**Denton Navarro Rocha & Bernal</p> <p>\$14,766.89</p> <ul style="list-style-type: none"> • CBA • Grievances • Civil Service 	<p>Denton Navarro Rocha & Bernal</p> <p>\$15,338.97</p> <ul style="list-style-type: none"> • CBA • Grievances • Civil Service <p>Jones Galligan Key & Lozano</p> <p>\$7,027.50</p> <ul style="list-style-type: none"> • Civil Service Commission 	<p>Denton Navarro Rocha & Bernal</p> <p>\$12,217.60</p> <ul style="list-style-type: none"> • General Litigation
CITY ATTORNY	YES	YES	YES
REDUCTION IN FORCE (RIF)	YES	YES	Performance; Skills; Conduct; and or Seniority
LAST IN FIRST OUT (LIFO)	YES	YES	NONE Primary consideration

*TCLEOSE: Texas Commission on Law Enforcement Officer Standards and Education

** Attorney firms contracted for the FY 2009 to 2011