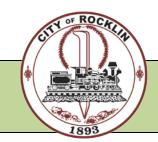
BENEFITS SUMMARY

Public Service Employees





Term of Agreement	July 1, 2015 through June 30, 2018			
Compensation				
Call Back	Minimum of two (2) hours compensation accrued at 1.5 times the employee's hourly rate.			
Compensatory Time Off (CTO)	Earned at time and a half. Maximum accrual 96 hours. Cashed out, up to 40 hours once per year – in Pay Period 24.			
Education Incentive	Hired BEFORE 7/1/2012:If degree is not used to meet minimum requirements for the position:Associate's Degree\$75 per month Bachelor's Degree\$125 per month Master's Degree\$150 per month	Hired 7/1/2012 or AFTER (Tier II Employees): Not eligible for education incentive		
Longevity	Hired BEFORE 7/1/2012: 2.5% @ 7 years 5.0% @ 10 years 7.5% @ 15 years	Hired 7/1/2012 or AFTER (Tier II Employees): Not eligible for longevity		
Out of Class	5% above the regular base pay of the employee for all hours worked in the higher classification when assigned to perform the duties of a higher classification for at least ten (10) consecutive work days. When an assignment meets this criteria, the employee shall be paid retroactive to the first date of the assignment and shall continue for the remainder of the assignment.			
Salary Increases	DATEINCREASE07/01/20163%07/01/20173.5% (Employee pays an additional 1% to the employer's CalPERS retirement contribution)			
Shift Differential	6% of base pay for all hours worked if one half (1/2) or more of the regularly scheduled work hours fall between the hours of 6 p.m. and 6 a.m.			
Standby/On-Call	\$2.25 per hour; overtime is not included.			
Health and Welfare				
Health	\$1,093 per month – City contribution (Remaining premium, if any, paid by employee.)			
Dental	City Paid			
Vision	City Paid			
Flexible Spending	 The City will make available this plan pursuant to IRS Section 125. Allows payroll deduction of pre-tax dollars for: Health Care Expenses (\$2,650 max for 2018) Dependent Care Expenses (\$5,000 max) 			

Life and AD&D Insurance	\$50,000 (City paid)	
Long Term Disability (LTD)	Up to 50% of your monthly pre-disability earnings, up to the maximum of \$6,000, less deductible sources of income; 90 day waiting period. (City paid)	
Medicare	1.45% tax paid by employer and 1.45% tax paid by employee.	
Short Term Disability (SDI)	1.0% tax to maximum taxable wage limit, may adjust annually (City paid).	
Social Security	City Employees do not contribute to Social Security (FICA).	
Reimbursements		
Health Coverage Reduction Incentive	Employees with less than full family coverage for health, dental, and vision may receive incentive pay of \$75-\$250 per month.	
Meal Allowance	If an employee's normal work day is extended for emergency response duties for a period that exceeds two hours and the employee is not released from work for his/her regular meal time, the City will reimburse the employee for the cost of the meal not to exceed \$20 with a receipt, or provide a meal of equivalent value.	
Safety Prescription Glasses	Up to \$275 for safety prescription glasses.	
	Note: The City will reimburse for reasonable costs not covered under the vision plan.	
Safety Shoes	\$250 per year allowance paid in equal payments each pay period for designated classes.	
Tool Allowance	Tool Allowance Reimbursement of \$500 per year for each employee assigned to the classification of Fleet Services Supervisor and Equipment Mechanic I/II.	
	Note: The Tool Allowance shall be paid annually in the pay period following July 15 th .	
Tuition Reimbursement	Reimbursement of \$750 per calendar year maximum, with a pre-approved Education Plan.	
Uniform	Provided by the City for designated classes.	

Retirement & Deferred Compensation			
Deferred	Two plans offered – Nationwide and ICMA		
Compensation	Hired BEFORE 7/1/2012:	Hired 7/1/2012 or AFTER (Tier II Employees):	
	\$100 per month City match	Not eligible for City contributions	
Retirement System	California Public Employee Retirement System (CalPERS)		
	Hired BEFORE 7/1/2012:	Hired 7/1/2012 or AFTER:	
	CLASSIC PERS Member Formula – 2% @ 55	CLASSIC PERS Member Formula – 2% @ 55	
	Contributions: Employee pays 8% (Includes 1% towards employer retirement contribution)	Contributions: Employee pays 8% (Includes 1% towards employer retirement contribution)	
		PEPRA PERS Member Formula: 2% @ 62 Contributions: Employee pays 7.25% (Includes 1% towards employer retirement contribution)	
	PEPRA PERS Member: Average of 3 highest year Survivor Benefit: 4 th Opti Credit for Unused Sick Lea	ion	
	CLASSIC PERS Member: Single highest year com Survivor Benefit: 4 th op Credit for Unused Sick I	otion	
Leaves			
Bereavement Leave	Up to 3 days (an additional 2 days of sick leave ma	y be used as well) for designated relatives.	
Helideve	10 days per year.		
Holidays	Note: A mandatory holiday furlough may be scheduled between the Christmas and New Year's holidays.		
Siek Leeve	12 days (96 hours) per year – no accrual limit		
SICK Leave	Leave Upon separation in good standing for any reason other than service or disability retirement, and a completing five (5) years of employment with the City, an employee will be paid 20% of his/her accrued sick leave in excess of 200 hours.		
	At retirement, sick leave is converted to retirement	service credit.	
Vacation	Days Earned Per Years of Service:1 year15 days2 years16 days3 years17 days4 years18 days5 years20 days10 years23 days		
	15 years 25 days 20+ years 27 days		

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