

# BENEFITS SUMMARY



**Public Service Employees**

**AFSCME  
Local #146**

<b>Term of Agreement</b>	July 1, 2015 through June 30, 2018												
<b>Compensation</b>													
<b>Call Back</b>	Minimum of two (2) hours compensation accrued at 1.5 times the employee's hourly rate.												
<b>Compensatory Time Off (CTO)</b>	Earned at time and a half. Maximum accrual 96 hours. Cashed out, up to 40 hours once per year – in Pay Period 24.												
<b>Education Incentive</b>	Hired BEFORE 7/1/2012:	Hired 7/1/2012 or AFTER (Tier II Employees):											
	<table border="1" style="width: 100%;"> <tr> <td colspan="2">If degree is not used to meet minimum requirements for the position:</td> <td style="text-align: center;">Not eligible for education incentive</td> </tr> <tr> <td style="padding-left: 20px;">Associate's Degree</td> <td style="padding-left: 20px;">\$75 per month</td> <td></td> </tr> <tr> <td style="padding-left: 20px;">Bachelor's Degree</td> <td style="padding-left: 20px;">\$125 per month</td> <td></td> </tr> <tr> <td style="padding-left: 20px;">Master's Degree</td> <td style="padding-left: 20px;">\$150 per month</td> <td></td> </tr> </table>		If degree is not used to meet minimum requirements for the position:		Not eligible for education incentive	Associate's Degree	\$75 per month		Bachelor's Degree	\$125 per month		Master's Degree	\$150 per month
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<b>Longevity</b>	Hired BEFORE 7/1/2012:	Hired 7/1/2012 or AFTER (Tier II Employees):											
	<table border="1" style="width: 100%;"> <tr> <td style="padding-left: 20px;">2.5% @ 7 years</td> <td rowspan="3" style="text-align: center;">Not eligible for longevity</td> </tr> <tr> <td style="padding-left: 20px;">5.0% @ 10 years</td> </tr> <tr> <td style="padding-left: 20px;">7.5% @ 15 years</td> </tr> </table>		2.5% @ 7 years	Not eligible for longevity	5.0% @ 10 years	7.5% @ 15 years							
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<b>Out of Class</b>	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.												
<b>Salary Increases</b>	<table border="1" style="width: 100%;"> <tr> <td style="text-align: center;"><u>DATE</u></td> <td style="text-align: center;"><u>INCREASE</u></td> </tr> <tr> <td style="padding-left: 20px;">07/01/2016</td> <td style="padding-left: 20px;">3%</td> </tr> <tr> <td style="padding-left: 20px;">07/01/2017</td> <td style="padding-left: 20px;">3.5% (Employee pays an additional 1% to the <b>employer's</b> CalPERS retirement contribution)</td> </tr> </table>		<u>DATE</u>	<u>INCREASE</u>	07/01/2016	3%	07/01/2017	3.5% (Employee pays an additional 1% to the <b>employer's</b> CalPERS retirement contribution)					
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07/01/2016	3%												
07/01/2017	3.5% (Employee pays an additional 1% to the <b>employer's</b> CalPERS retirement contribution)												
<b>Shift Differential</b>	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.												
<b>Standby/On-Call</b>	\$2.25 per hour; overtime is not included.												
<b>Health and Welfare</b>													
<b>Health</b>	\$1,093 per month – City contribution (Remaining premium, if any, paid by employee.)												
<b>Dental</b>	City Paid												
<b>Vision</b>	City Paid												
<b>Flexible Spending</b>	<p>The City will make available this plan pursuant to IRS Section 125. Allows payroll deduction of pre-tax dollars for:</p> <ul style="list-style-type: none"> <li>• Health Care Expenses (\$2,650 max for 2018)</li> <li>• Dependent Care Expenses (\$5,000 max)</li> </ul>												

<b>Life and AD&amp;D Insurance</b>	\$50,000 (City paid)
<b>Long Term Disability (LTD)</b>	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)
<b>Medicare</b>	1.45% tax paid by employer and 1.45% tax paid by employee.
<b>Short Term Disability (SDI)</b>	1.0% tax to maximum taxable wage limit, may adjust annually (City paid).
<b>Social Security</b>	City Employees do not contribute to Social Security (FICA).
<b>Reimbursements</b>	
<b>Health Coverage Reduction Incentive</b>	Employees with less than full family coverage for health, dental, and vision may receive incentive pay of \$75-\$250 per month.
<b>Meal Allowance</b>	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.
<b>Safety Prescription Glasses</b>	Up to \$275 for safety prescription glasses. <u>Note:</u> The City will reimburse for reasonable costs not covered under the vision plan.
<b>Safety Shoes</b>	\$250 per year allowance paid in equal payments each pay period for designated classes.
<b>Tool Allowance</b>	Reimbursement of \$500 per year for each employee assigned to the classification of Fleet Services Supervisor and Equipment Mechanic I/II. <u>Note:</u> The Tool Allowance shall be paid annually in the pay period following July 15 <sup>th</sup> .
<b>Tuition Reimbursement</b>	Reimbursement of \$750 per calendar year maximum, with a pre-approved Education Plan.
<b>Uniform</b>	Provided by the City for designated classes.

## Retirement & Deferred Compensation

<b>Deferred Compensation</b>	Two plans offered – Nationwide and ICMA	
	Hired BEFORE 7/1/2012:	Hired 7/1/2012 or AFTER (Tier II Employees):
	\$100 per month City match	Not eligible for City contributions
<b>Retirement System</b>	California Public Employee Retirement System (CalPERS)	
	Hired BEFORE 7/1/2012:	Hired 7/1/2012 or AFTER:
	<p><b>CLASSIC PERS</b> Member Formula – 2% @ 55</p> <p>Contributions: Employee pays 8% (Includes 1% towards employer retirement contribution)</p>	<p><b>CLASSIC PERS</b> Member Formula – 2% @ 55</p> <p>Contributions: Employee pays 8% (Includes 1% towards employer retirement contribution)</p> <p><b>PEPRA PERS</b> Member Formula: 2% @ 62</p> <p>Contributions: Employee pays 7.25% (Includes 1% towards employer retirement contribution)</p>
	<p><b>PEPRA PERS</b> Member: Average of 3 highest years of service compensation Survivor Benefit: 4<sup>th</sup> Option Credit for Unused Sick Leave: Yes</p> <p><b>CLASSIC PERS</b> Member: Single highest year compensation Survivor Benefit: 4<sup>th</sup> option Credit for Unused Sick Leave: Yes</p>	

## Leaves

<b>Bereavement Leave</b>	Up to 3 days (an additional 2 days of sick leave may be used as well) for designated relatives.																
<b>Holidays</b>	10 days per year.  <u>Note:</u> A mandatory holiday furlough may be scheduled between the Christmas and New Year's holidays.																
<b>Sick Leave</b>	12 days (96 hours) per year – no accrual limit  Upon separation in good standing for any reason other than service or disability retirement, and after 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.																
<b>Vacation</b>	Days Earned Per Years of Service: <table style="margin-left: 40px;"> <tr><td>1 year</td><td>15 days</td></tr> <tr><td>2 years</td><td>16 days</td></tr> <tr><td>3 years</td><td>17 days</td></tr> <tr><td>4 years</td><td>18 days</td></tr> <tr><td>5 years</td><td>20 days</td></tr> <tr><td>10 years</td><td>23 days</td></tr> <tr><td>15 years</td><td>25 days</td></tr> <tr><td>20+ years</td><td>27 days</td></tr> </table>	1 year	15 days	2 years	16 days	3 years	17 days	4 years	18 days	5 years	20 days	10 years	23 days	15 years	25 days	20+ years	27 days
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<b>Probationary Period</b>	Initial: 12 months Promotional: 6 months
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