

Benefit Matrix FY2223 07072022.xlsx

| BENEFIT | DEPT MANAGERS/ UNREPRESENTED | POLICE EMPLOYEES' ASSOCIATION | INTERNAT'L ASSOC OF FIREFIGHTERS | AFSCME | LOCAL 1 |
|---|---|---|---|---|---|
| MOU TERM | n/a; last revised 07/05/2022 | 07/01/2022 - 06/30/2023 | 07/01/2021 - 06/30/2023 | 07/01/2021 - 06/30/2023 | 07/01/2021 - 06/30/2023 |
| SCHEDULED SALARY INCREASES | 3% COLA | Fiscal Year 2021-2022: 3% COLA, and 3% Equity Adjustment. Fiscal Year 2022-2023: 3% COLA, and 3% Equity Adjustment | Fiscal Year 2021-2022: 3% COLA, and 3% Equity Adjustment. Fiscal Year 2022-2023: 3% COLA, and 3% Equity Adjustment | Fiscal Year 2021-2022: 3% COLA, and 3% Equity Adjustment. Fiscal Year 2022-2023: 3% COLA, and 3% Equity Adjustment | Fiscal Year 2021-2022: 3% COLA, and 3% Equity Adjustment. Fiscal Year 2022-2023: 3% COLA, and 3% Equity Adjustment |
| MEDICAL BENEFITS The City contracts with PERS Health. | Effective 01/01/2022, the City's contribution toward employee's health premium will reflect the prior year's Kaiser rate based on family status: Single: \$813.64 Dual: \$1,627.28 Family: \$2,027.64 Effective 1/1/2023, the City will pay up to the 2022 Kaiser premium based on family status. | Effective 07/04/2022, the City's contribution toward employee's health premium will reflect the prior year's Kaiser rate based on family status: Single: \$813.64 Dual: \$1,627.28 Family: \$2,027.64 Effective 1/1/2023, the City will pay up to the 2022 Kaiser premium based on family status. | Effective 01/01/2022, the City's contribution toward employee's health premium will reflect the prior year's Kaiser rate based on family status: Single: \$813.64 Dual: \$1,627.28 Family: \$2,027.64 Effective 1/1/2023, the City will pay up to the 2022 Kaiser premium based on family status. | Effective 01/01/2022, the City's contribution toward employee's health premium will reflect the prior year's Kaiser rate based on family status: Single: \$813.64 Dual: \$1,627.28 Family: \$2,027.64 Effective 1/1/2023, the City will pay up to the 2022 Kaiser premium based on family status. | Effective 01/01/2022, the City's contribution toward employee's health premium will reflect the prior year's Kaiser rate based on family status: Single: \$813.64 Dual: \$1,627.28 Family: \$2,027.64 Effective 1/1/2023, the City will pay up to the 2022 Kaiser premium based on family status. |
| MEDICAL IN-LIEU Employees with alternate medical insurance are eligible to receive payment in-lieu as follows: | Single: \$225 Dual: \$450 Family: \$600 | Single: \$225 Dual: \$450 Family: \$600 | Single: \$225 Dual: \$450 Family: \$600 | Single: \$225 Dual: \$450 Family: \$600 | Single: \$225 Dual: \$450 Family: \$600 |
| DENTAL BENEFITS | Eff. 1/1/2022 ER Paid: Single: \$50.88 Dual: \$108.99 Family: \$127.85 | Eff. 1/1/2022 ER Paid: Single: \$50.88 Dual: \$108.99 Family: \$127.85 | Eff. 1/1/2022 ER Paid: Single: \$43.33 Dual: \$93.87 Family: \$115.34 | Eff. 1/1/2022 ER Paid: Single: \$50.88 Dual: \$108.99 Family: \$127.85 | Eff. 1/1/2022 ER Paid: Single: \$50.88 Dual: \$108.99 Family: \$127.85 |
| VISION BENEFITS | \$18.61/mo for employee and eligible dependents; ER paid | \$18.61/mo for employee and eligible dependents; ER paid | \$18.61/mo for employee and eligible dependents; ER paid | \$18.61/mo for employee and eligible dependents; ER paid | \$18.61/mo for employee and eligible dependents; ER paid |
| LIFE INSURANCE & AD&D Provider - The Standard | \$40,000 benefit Life: \$0.151/\$1000 AD&D: \$0.045/\$1000 ER paid | \$40,000 benefit Life: \$0.151/\$1000 AD&D: \$0.045/\$1000 ER paid | \$40,000 benefit Life: \$0.151/\$1000 AD&D: \$0.045/\$1000 ER paid | \$40,000 benefit Life: \$0.151/\$1000 AD&D: \$0.045/\$1000 ER paid | \$40,000 benefit Life: \$0.151/\$1000 AD&D: \$0.045/\$1000 ER paid |
| LONG TERM/SHORT TERM DISABILITY Non-safety - The Standard PPEA - PORAC Fire - Cal Assoc. of Professional Firefighters | \$1.137/\$100 of salary for first \$3000 in salary; ER paid | \$29.70/Sworn EE / @21.50/Non-Sworn; ER paid (eff. 02/2017) | \$29.50 for each represented EE. The City agrees to pay the monthly premium for Long-Term Disability insurance with the California Association of Professional Firefighters Long Term Disability Insurance Program. | Two-thirds of salary up to \$3,000 per month (\$2,000 maximum benefit) with a 90-day waiting period. ER paid | Two-thirds of salary up to \$3,000 per month (\$2,000 maximum benefit) with a 90-day waiting period. ER paid |
| VACATION LEAVE | 0-4 yrs: 96 hours 5-9 yrs: 144 hours 10-15 yrs: 160 hours 16+ yrs: 192 hours | 0-4 yrs: 96 hours 5-9 yrs: 144 hours 10-15 yrs: 160 hours 16+ yrs: 192 hours Max: 2x annual rate | 0-4 yrs: 151 hours 5-9 yrs: 226 hours 10-14 yrs: 265 hours 15+ yrs: 302 hours Max: 2x annual rate | 0-4 yrs: 96 hours 5-9 yrs: 144 hours 10-15 yrs: 160 hours 16+ yrs: 192 hours Max: 2x annual rate | 0-4 yrs: 96 hours 5-9 yrs: 144 hours 10-15 yrs: 160 hours 16+ yrs: 192 hours Max: 2x annual rate |

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|--|---|--|--|--|--|
| VACATION BUYBACK | EE may cash out 52 hours, provided EE has minimum of 160 hours accumulated. | With 2 yrs of service, EE may buy back 80 hours, provided EE has minimum of 160 hours accumulated. | With 3 yrs of service, EE may buy back 52 hours, provided EE has minimum of 160 hours accumulated. | With 3 yrs of service, EE may buy back 52 hours, provided EE has minimum of 160 hours accumulated. | With 3 yrs of service, EE may buy back 52 hours, provided EE has minimum of 160 hours accumulated. |
| RETIREMENT BENEFITS Benefit plan based on CalPERS membership status at time of hire: "New" member or "Classic" member (as defined by CalPERS.) (CalPERS typically updates the contribution rates each fiscal year.) | Classic Safety: 3% @ 55 plan; single highest year. Total paid by EE: 15%. PEPRA Safety: 2.7% @ 57 plan; 3 year final compensation. ER and EE each pay 13% Classic Misc: 2.5% @ 55 plan; single highest year. Total paid by EE: 15%. PEPRA Misc: 2% @ 62 plan; 3 year final compensation. ER and EE each pay 6.75% | Classic: 3% @ 55 plan; single highest year. Total paid by EE: 15% (EE pays 9% EE share + 6% of ER share) PEPRA: 2.7% @ 57 plan; 3 year final compensation. ER and EE each pay 13% | Classic: 3% @ 55 plan; single highest year. Total paid by EE: 15% (EE pays 9% EE share + 6% of ER share) PEPRA: 2.7% @ 57 plan; 3 year final compensation. ER and EE each pay 13% | Classic: 2.5% @ 55 plan; single highest year. Total paid by EE: 15% (EE pays 8% EE share + 7% of ER share) PEPRA: 2% @ 62 plan; 3-year final compensation. ER and EE each pay 6.75%. | Classic: 2.5% @ 55 plan; single highest year. Total paid by EE: 15% (EE pays 8% EE share + 7% of ER share) PEPRA: 2% @ 62 plan; 3-year final compensation. ER and EE each pay 6.75%. |
| RETIREE MEDICAL BENEFITS The PERS health coverage may be carried into retirement. | <u>Employees hired prior to 9/1/10:</u> The City either provides a contribution up to the current year's Kaiser family premium, or provides the same premium contribution as offered to current active employees. <u>Employees hired after 9/1/10:</u> The City provides premium contribution pursuant to the PERS Vesting Schedule. | <u>Employees hired prior to 9/1/10:</u> The City provides identical benefits offered to current active employees, including premium contribution with an annual opportunity to Opt In to the PERS Vesting Schedule. <u>Employees hired after 9/1/10:</u> The City provides premium contribution pursuant to the PERS Vesting Schedule. | <u>Employees hired prior to 9/1/10:</u> The City provides identical benefits offered to current active employees, including premium contribution with an annual opportunity to Opt In to the PERS Vesting Schedule. <u>Employees hired after 9/1/10:</u> The City provides premium contribution pursuant to the PERS Vesting Schedule. | <u>Employees hired prior to 9/1/10:</u> The City provides identical benefits offered to current active employees, including premium contribution with an annual opportunity to Opt In to the PERS Vesting Schedule. <u>Employees hired after 9/1/10:</u> The City provides premium contribution pursuant to the PERS Vesting Schedule. | <u>Employees hired prior to 9/1/10:</u> The City provides identical benefits offered to current active employees, including premium contribution with an annual opportunity to Opt In to the PERS Vesting Schedule. <u>Employees hired after 9/1/10:</u> The City provides premium contribution pursuant to the PERS Vesting Schedule. |
| DEFERRED COMPENSATION | 457 plan available for EE contribution. | 457 plan available for EE contribution. | 457 plan available for EE contribution. | 457 plan available for EE contribution. | 457 plan available for EE contribution. |
| SOCIAL SECURITY | Do not participate. | Do not participate. | Do not participate. | Do not participate. | Do not participate. |
| MEDICARE | ER & EE each pay 1.45% of salary. | ER & EE each pay 1.45% of salary. | ER & EE each pay 1.45% of salary. | ER & EE each pay 1.45% of salary. | ER & EE each pay 1.45% of salary. |
| SICK LEAVE - ACCRUAL | 96 hours of sick leave per year, accrued incrementally each year. Any employee employed in the Fire Battalion Chief classification shall accrue sick leave at 1.4 times the amount above, as the Fire Battalion Chief's normal work schedule is 2,912 hours annually, 1.4 times the normal work schedule of all other employees covered by the Plan, which is 2,080 hours annually. | A represented employee's accrual rate for sick leave shall be eight (8) hours per month based on a 2,080 hours per year work schedule. Sick leave will be accrued on a bi-weekly payroll basis for each payroll in which a represented employee is in a pay status for at least 5 working days. | Represented employees shall accrue sick leave at a rate of 18.75 hours per month or 8.65 hours per pay period. The employee must be in a paid status the full pay period to earn accrued sick leave. | Sick leave shall be earned and accrued at the rate of ninety-six (96) hours annually, one eight hours working day (8 hours) for each continuous full calendar month of service, or 3.69 hours per pay period in pay status. | Sick leave shall be earned and accrued at the rate of eight (8) hours for each continuous full calendar month of service and shall, or 3.69 hours per pay period in pay status. |
| SICK LEAVE - INCENTIVE | 4 hrs vacation for no sick leave use in 6 continuous months. 5.6 hours for the Fire Battalion Chief. | 4 hrs vacation for no sick leave use in 6 continuous months. | None. | 4 hrs vacation for no sick leave use in 6 continuous months. | 4 hrs vacation for no sick leave use in 6 continuous months. |

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| ADMINISTRATIVE LEAVE | <p><u>Dept Heads</u> - 96 Hours per year. Unused balance up to 64 hours may be cashed out.</p> <p><u>All Other Classifications</u> -60 Hours per year. Unused balance up to 40 hours may be cashed out. Unused balance at end of the year is cashed out. Fire Battalion Chief- 56 Hours per year.</p> | None. | None mentioned | None mentioned | None mentioned |
| HOLIDAYS & HOLIDAY PAY | 12 observed holidays + 12 hours floating holiday. | Employees are compensated for 62.40 hours, paid at the employee's base hourly rate, twice a year – in June and December. | Employees will be compensated for 104.25 hours paid at the employee's base rate, twice a year – once in June and once in December. | 12 observed holidays + 12 hours floating holiday. | 12 observed holidays + 12 hours floating holiday. |
| UNIFORM ALLOWANCE & SAFETY SHOES | Fire Safety \$1000 per year. Police safety \$1000 per year | \$1000 per year for sworn officers. \$750 per year for non-sworn employees. The city will provide an initial one-time payment equal to the amount of the annual uniform allowance for the purchase of their initial uniform. \$250 toward the purchase of a Class A Jacket. | \$800/yr Newly hired employees will receive \$200 for the purchase of a Class A Jacket. The City will repair/replace uniforms damaged in the line of duty | \$200/yr for safety shoes for maintenance and related job classifications paid in July | \$200/yr for safety shoes paid in January <u>CSO and Police Property Specialist</u> : \$650/yr uniform allowance paid in January |
| SAFETY EQUIPMENT ALLOWANCE | Police \$225/year Public Works Manager and Wastewater Treatment Plant Manager \$200/year | \$225/year | None | \$200.00 per year for the purchase of safety shoes for maintenance and related job classifications for which the City requires safety shoes. | Please refer to the MOU, Article XXII Laundry Service, Safety Shoe, Uniform and Safety Equipment Allowance. |
| SHIFT DIFFERENTIAL | None | 5% of base hourly rates for hours actually worked: Sergeants, officers, or dispatchers who work during the hours of 7:00pm-7:00am | Employees with the rank of Captain who have been requested and assigned by the Fire Chief/Battalion shall be paid additional 10% of their hourly base for actual hours worked | None | None |
| STANDBY PAY | None | None | None | Weekday: \$40/day Weekend: \$50/day Holiday: \$60/day | Weekday: \$40/day Weekend: \$50/day Holiday: \$60/day |
| CALL BACK PAY | None | 4 hour min at OT rate. | Three hours of pay at 1.5 times their basic hourly rate when an employee works in excess of 192 hours in the 24-days period. | 3 hour min at OT rate. | 3 hour min at OT rate. |
| OFF DUTY COURT TIME | None | 4 hour min at OT rate. | None | Compensated; OT if applicable | Compensated; OT if applicable |
| DEGREE PAY (paid for degrees above classification requirements; only one incentive per eligible EE--this benefit is not compounded) | AA/AS: \$75/mo BA/BS: \$150/mo MA/MS: \$225/mo | AA/AS or Intermediate POST Certificate: 2.5% of base salary BA/BS or Advanced POST Certificate: 5% if base salary | Fire Officer Cert or 30 units = \$22.50/mo; AA/AS = \$75/mo; BA/BS = \$150/mo | AA/AS: \$75/mo BA/BS: \$150/mo | AA/AS: \$75/mo BA/BS: \$150/mo |

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|--|---------------------------------|--|---|--|---|
| EDUCATION INCENTIVE | None | Reimbursement up to \$600/year following completion of 3+ units w/grade of C or better. | \$25/mo for 12 months following completion of 3+ units w/grade of C or better. | Reimbursement up to \$600/year following completion of 3+ units w/grade of C or better. | Reimbursement up to \$600/year following completion of 3+ units w/grade of C or better. |
| ACTING PAY - WORKING IN HIGHER CLASSIFICATION / OUT OF CLASS PAY | None | OUT OF CLASS: 5% of their base hourly rate. ACTING: thirty-five dollars (\$35) per incident. | 5% increase from his or her current rate of monthly pay from and including the first hour. | Step that provides at least 5% salary increase, so long as the range for the higher class is not exceeded. | Step that provides at least 5% salary increase, so long as the range for the higher class is not exceeded. |
| MEAL ALLOWANCE | None | Required to work more than four (4) hours prior to the beginning of their regular work shift or more than four (4) hours after completing their regular work shift a total of \$10 for the cost of a meal. | None | Required to work more than four (4) hours prior to the beginning of their regular work shift or more than four (4) hours after completing their regular work shift a total of \$15 for the cost of a meal. | \$10 when required to work more than 4 hrs prior to beginning or after completing regular shift, or working 6th or 7th day during any regular workweek. |
| BILINGUAL PAY | \$200/month | None | The Fire Chief may assign designated employee(s) to receive a monthly bilingual pay differential of two and one-half percent (2.5%) of the individual's base wage rate. | 10% of their monthly base pay. | 5% of their monthly base salary. |