

City of Emeryville / MESA Employee Benefits

7/1/18

| Benefit Category | SEIU Local 1021 | Confidential, Administrative, Managerial and Professional Employees (CAMP) | Emeryville Police Officers Association (EPOA) | Unrepresented |
|---|---|---|---|---|
| Contract Effective | 7/1/16 to 6/30/19 | 7/1/16 to 6/30/19 | 7/1/17 to 6/30/19 | 7/1/16 |
| Scheduled Wage Increases | 7/1/18 3% | 7/1/18 3% | 1/1/18 1% 7/1/18 3% | 7/1/18 3% |
| Medical Insurance Premium for 2017 | Maximum monthly rate City pays: <u>2018</u> Employee Only \$698.99 2-Party \$1,397.99 Family \$1,817.41 | Maximum monthly rate City pays: <u>2018</u> Employee Only \$698.99 2-Party \$1,397.99 Family \$1,817.41 | Maximum monthly rate City pays: <u>2018</u> Employee Only \$698.99 2-Party \$1,397.99 Family \$1,817.41 | Maximum monthly rate City pays: <u>2018</u> Employee Only \$698.99 2-Party \$1,397.99 Family \$1,817.41 |
| Dental Premiums | City paid monthly. <u>Delta Dental PPO:</u> Single \$57.32 2-Party \$90.26 Family \$132.59 <u>DeltaCare HMO:</u> Single \$16.79 2-Party (child) \$28.81 2-Party (spouse) \$29.02 Family \$41.82 | City paid monthly. <u>Delta Dental PPO:</u> Single \$57.32 2-Party \$90.26 Family \$132.59 <u>DeltaCare HMO:</u> Single \$16.79 2-Party (child) \$28.81 2-Party (spouse) \$29.02 Family \$41.82 | City paid monthly. <u>Delta Dental PPO:</u> Single \$57.32 2-Party \$90.26 Family \$132.59 <u>DeltaCare HMO:</u> Single \$16.79 2-Party (child) \$28.81 2-Party (spouse) \$29.02 Family \$41.82 | City paid monthly. <u>Delta Dental PPO:</u> Single \$57.32 2-Party \$90.26 Family \$132.59 <u>DeltaCare HMO:</u> Single \$16.79 2-Party (child) \$28.81 2-Party (spouse) \$29.02 Family \$41.82 |
| Vision Premium - VSP | City pays premium: \$23.04/month | City pays premium: \$23.04/month | City pays premium: \$23.04/month | City pays premium: \$23.04/month |
| Alternative Health Benefit/Opt-out for Flexible Benefits/Cash in Lieu of Medical | City pays one-half of the 2-party medical cap, paid as salary or deferred comp. 2018 = \$698.99/month | City pays one-half of the 2-party medical cap, paid as salary or deferred comp. 2018 = \$698.99/month | City pays one-half of the 2-party medical cap, paid as salary or deferred comp. 2018 = \$698.99/month | City pays one-half of the 2-party medical cap, paid as salary or deferred comp. 2018 = \$698.99/month |
| Flexible Spending Account for Dependent Health Care | In 2018, Employee may contribute up to \$5,000 per year for dependent care expenses and \$2,650 for out-of-pocket healthcare expenses. | In 2018, Employee may contribute up to \$5,000 per year for dependent care expenses and \$2,650 for out-of-pocket healthcare expenses. | In 2018, Employee may contribute up to \$5,000 per year for dependent care expenses and \$2,650 for out-of-pocket healthcare expenses. | In 2018, Employee may contribute up to \$5,000 per year for dependent care expenses and \$2,650 for out-of-pocket healthcare expenses. |
| Employee Assistance Program | City pays \$2.40/month per employee | City pays \$2.40/month per employee | City pays \$2.40/month per employee | City pays \$2.40/month per employee |
| Medicare (Applies to those hired on or after 3/31/86) | City pays 1.45% and Employee pays 1.45% on all earnings | City pays 1.45% and Employee pays 1.45% on all earnings | City pays 1.45% and Employee pays 1.45% on all earnings | City pays 1.45% and Employee pays 1.45% on all earnings |

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|---|--|--|---|--|
| Retiree Medical, Dental, and Vision Premiums | Eligible after 11 or more years of service. Maximum paid monthly: | Eligible after 11 or more years of service. Maximum paid monthly: | Eligible with five (5) or more years of PERS service if hired after January 1, 1984, and retire from City within 120 days of separation from service. | Eligible after 11 or more years of service. Maximum paid monthly: |
| | <u>Medical</u> | <u>Medical</u> | | <u>Medical</u> |
| | Retiree Only \$153.00 | Retiree Only \$153.00 | | Retiree Only \$153.00 |
| | Retiree + 1 \$286.00 | Retiree + 1 \$286.00 | | Retiree + 1 \$286.00 |
| | Retiree + 2 or more \$363.00 | Retiree + 2 or more \$363.00 | Monthly rates paid by City: | Retiree + 2 or more \$363.00 |
| | <u>Dental</u> | <u>Dental</u> | | <u>Dental</u> |
| | Retiree Only \$20.00 | Retiree Only \$20.00 | Single \$182.75 \$21.57 \$4.72 | Retiree Only \$20.00 |
| | Retiree + 1 \$35.00 | Retiree + 1 \$35.00 | 2-Party \$352.75 \$40.15 \$10.68 | Retiree + 1 \$35.00 |
| | Retiree + 2 or more \$46.06 | Retiree + 2 or more \$46.06 | Family \$463.25 \$56.69 \$10.68 | Retiree + 2 or more \$46.06 |
| | <u>Vision</u> | <u>Vision</u> | | <u>Vision</u> |
| Retiree Only \$5.00 | Retiree Only \$5.00 | | Retiree Only \$5.00 | |
| Retiree + 1 \$8.68 | Retiree + 1 \$8.68 | | Retiree + 1 \$8.68 | |
| Retiree + 2 \$8.68 | Retiree + 2 \$8.68 | | Retiree + 2 \$8.68 | |
| CalPERS Retirement Plan and Employee Contributions | <u>Classic* PERS Members</u> Member rate: 7% (EE paid) | <u>Classic* PERS Members</u> Member rate: 7% (EE paid) | <u>Classic* PERS Members</u> Total paid by EE is 13% (10% EE share, plus 3% of ER share). | <u>Classic* PERS Members</u> Member rate: 7% (EE paid) |
| | Hired prior to 1/1/12 2% at 55 | Hired prior to 1/1/12 2% at 55 | Hired prior to 6/16/12 3% @ 55, 1-yr highest | Hired prior to 1/1/12 2% at 55 |
| | Hired 1/1/12 or after 2% at 60 | Hired 1/1/12 or after 2% at 60 | Hired on/after 6/16/12 3% @ 55, 3 highest years avg. | Hired 1/1/12 or after 2% at 60 |
| | <u>New* PERS Members</u> Member rate: 6.5% (EE paid) 2% @ 62 | <u>New* PERS Members</u> Member rate: 6.5% (EE paid) 2% @ 62 | <u>New* PERS Members</u> Employee pays 12.25% 2.7% @ 57 | <u>New* PERS Members</u> Member rate: 6.5% (EE paid) 2% @ 62 |
| | *as defined by PERS | *as defined by PERS | *as defined by PERS | *as defined by PERS |

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| EPOA PARS Retirement Plan | N/A | N/A | Hired before 1/1/13: PARS supplemental plan that equals PERS 3% @ 50 Estimated City costs: up to 4.5%; costs over 4.5% split equally between City and employee | N/A |
| Standard Life Insurance and Accidental Death and Dismemberment Insurance | City provides group term life insurance equal to individual employee's annual salary up to \$50,000. <u>City pays premium:</u> LIFE: \$0.10 per \$1,000 in salary; AD&D \$0.030 per \$1,000 in salary. Total - \$0.13 per \$1,000 in salary | City provides group term life insurance equal to individual employee's annual base salary. <u>City pays premium:</u> LIFE: \$0.10 per \$1,000 in salary; AD&D \$0.030 per \$1,000 in salary. Total - \$0.13 per \$1,000 in salary | City provides group term life insurance equal to individual employee's annual salary up to \$50,000. <u>City pays premium:</u> LIFE: \$0.10 per \$1,000 in salary; AD&D \$0.030 per \$1,000 in salary. Total - \$0.13 per \$1,000 in salary | City provides group term life insurance equal to individual employee's annual base salary. <u>City pays premium:</u> LIFE: \$0.10 per \$1,000 in salary; AD&D \$0.030 per \$1,000 in salary. Total - \$0.13 per \$1,000 in salary |
| Long-Term Disability Insurance | Benefit provides 60% of monthly pay, up to \$10,000, less other income. City paid: \$0.41/ per \$100 in monthly salary | Benefit provides 60% of monthly pay, up to \$10,000, less other income. City paid: \$0.41/ per \$100 in monthly salary | N/A | Benefit provides 60% of monthly pay, up to \$10,000, less other income. City paid: \$0.41/ per \$100 in monthly salary |
| Standard Life Insurance Additional Life Insurance | Employee may purchase additional life insurance up to 5X annual salary (max \$500K) for self, up to \$200K for spouse, and up to \$10K for children through after tax payroll deductions. | Employee may purchase additional life insurance up to 5X annual salary (max \$500K) for self, up to \$200K for spouse, and up to \$10K for children through after tax payroll deductions. | Employee may purchase additional life insurance up to 5X annual salary (max \$500K) for self, up to \$200K for spouse, and up to \$10K for children through after tax payroll deductions. | Employee may purchase additional life insurance up to 5X annual salary (max \$500K) for self, up to \$200K for spouse, and up to \$10K for children through after tax payroll deductions. |

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| Vacation | Hired prior to 7/1/99: 0 - 10 years: 15 days/year 11 - 20 years: 20 days/year 21+ years: 25 days/year | Hired prior to 7/1/98: 0 - 9 years: 15 days/year 10 - 20 years: 20 days/year 21+ years: 25 days/year | Hired prior to 7/1/00: 0 - 10 years: 120 hours 11 - 20 years: 160 hours 21+ years: 200 hours | Hired prior to 7/1/98: 0 - 9 years: 15 days/year 10 - 20 years: 20 days/year 21+ years: 25 days/year |
| | Hired on or after 7/1/99: 0 - 4 years: 10 days/year 5 - 10 years: 15 days/year 11 - 20 years: 20 days/year 21+ years: 25 days/year | Hired on or after 7/1/98: 0 - 4 years: 10 days/year 5 - 10 years: 15 days/year 11 - 20 years: 20 days/year 21+ years: 25 days/year | Hired on or after 7/1/00: 0 - 4 years: 80 hours 5 - 9 years: 120 hours 10 - 20 years: 160 hours 21+ years: 200 hours | Hired on or after 7/1/98: 0 - 4 years: 10 days/year 5 - 9 years: 15 days/year 10 - 20 years: 20 days/year 20+ years: 25 days/year |
| | Max. limit 2X annual accrual | Max. limit 2X annual accrual | Max. limit 2X annual accrual | Max. limit 2X annual accrual |
| Sick Leave | 15 days per year, no limit on accrual | 15 days per year, no limit on accrual | 15 days per year, no limit on accrual | 15 days per year, no limit on accrual |
| | <u>Sick leave cash out:</u> Hired prior to 1/1/14: 60% up to 120 days | <u>Sick leave cash out:</u> Hired prior to 1/1/14: 60% up to 120 days | <u>Sick leave cash out:</u> Hired prior to 7/1/14: 60% up to 960 hours | <u>Sick leave cash out:</u> Hired prior to 1/1/14: 60% up to 120 days |
| | Hired on or after 1/1/14: 30% up to 120 days, 10 years of continuous service required | Hired on or after 1/1/14: 30% up to 120 days, 10 years of continuous service required | Hired on or after 1/1/14: 60% up to 960 hours, 5 years of continuous service required | Hired on or after 1/1/14: 30% up to 120 days, 10 years of continuous service required |
| Bereavement/ Funeral Leave | Three days, with extension to a total of five days, with approval by Department Head | Three days, with extension to a total of five days, with approval by City Manager | Three days, with extension to a total of five days, with approval by Department Head | Three days, with extension to a total of five days, with approval by City Manager |
| Administrative Leave | N/A | Department Heads and Managers - 10 days Supervisors and select Exempt - 7 days Unused leave will be cashed out at end of fiscal year | N/A | Department Heads and Managers - 10 days Supervisors and select Exempt - 7 days Unused leave may be cashed out end of fiscal year |
| Shift Differential | Police Services Technicians and Crime Analysts who work 4 or more hours between 1750 and 0550 hours receive 4% in addition to their base wage rate | N/A | Patrol Division: 4% of the employee's base wage rate if worked between 1800 and 0600 hours | N/A |

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| Ancillary/Acting Pay | At that step of the classification in which the employee is acting which results in at least 5% increase. | At the bottom step of the classification in which the employee is acting, or 5%, which is greater. | Acting Pay: Step C of the higher rank, but not less than 5%. Field Training Officer: 5.5% for day worked in this capacity (over base pay) Canine Officer: 5% over base salary | N/A |
| Court, Call Back, and Standby Pay | Maintenance Worker receives \$5.00/hour on standby. Will be paid at third step of the Crew Chief for time worked when required to report to work. | I.T. Analyst receives 1 hour overtime if required to perform work duties electronically or by phone during off hours. | <u>Court Pay:</u> Minimum 4 hours at OT rate <u>Call Back Pay:</u> Minimum 4 hours at OT rate (this doesn't apply if called in prior to start of regular shift.) Crime Investigation Section 1 hour of OT pay if employee receives and participates in a phone or text communication related to an investigation during off-duty hours <u>Standby Pay:</u> ½ regular hourly rate while on standby, maximum 12 consecutive hours | N/A |
| Educational Incentive | N/A | N/A | 3.5% over base salary for AA degree or an Inter. POST Certificate 6% for BA, BS Degree or an Advanced POST Certificate | N/A |
| Tuition Reimbursement | Employees may be eligible for reimbursement for courses taken and completed with 'C' grade or better. Requires department head approval prior to taking course. | | | |

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| Uniform, Shoes, and Tool Allowance | <p>Represented Police Department employees: \$400 upon initial appointment; \$450 every October and March for maintenance.</p> <p>Public Works Maintenance personnel: up to \$550 as needed.</p> <p>Building Inspectors and Senior Building Inspectors; Cal OSHA required safety shoes and equipment</p> <p>Recreation Assistants and Program Coordinators in Recreation: not fewer than 2 work pants, 2 work shirts and 1 sweatshirt each July</p> <p>Teachers and Program Coordinators in Child Development: 1 work jacket and 2 work smocks each July.</p> | <p>Police Services Manager and Public Works Supervisor: \$850/year for new uniform.</p> <p>Police Chief, Lieutenant of Police, Civilian Commander, and Police Captain: \$1,200/year</p> <p>½ paid in October and ½ paid in March</p> | \$1,200/year; ½ paid every October and March | None |
| Technology Pay | N/A | \$40/mo for eligible employees | N/A | \$40/mo for eligible employees |
| Work Week | <p>40 hours/week (Police, Public Works & Community Services/Recreation)</p> <p>35 hours/week (Administrative Offices)</p> | <p>40 hours/week (Police, Public Works & Community Services/Recreation)</p> <p>35 hours/week (Administrative Offices)</p> | 40 hours/week | <p>40 hours/week (Police, Public Works & Community Services/Recreation)</p> <p>35 hours/week (Administrative Offices)</p> |
| Alternative/Flex Work Schedule | Must be approved by Department Head and City Manager; must be in compliance with Fair Labor Standards Act. | Must be approved by Department Head and City Manager; must be in compliance with Fair Labor Standards Act | N/A | Only non-sworn employees are eligible |
| Holidays | 11 + 3 floating holidays | 11 + 2 or 3 floating holidays | 12 + employee birthday | 11 + 2 floating holidays |