

City of Emeryville
Summary of Benefits 2024

Benefit Category	Emeryville Police Officers' Association (POA)	Emeryville Police Management Association (PMA)	Service EEs International Union Local 1021 (SEIU)	Confidential, Administrative, Managerial and Professional (CAMP)	Unrepresented EEs: Department Heads Management	Unrepresented City Manager	Unrepresented City Attorney
MOU Term	7/1/23-6/30/26	8/1/23-6/30/26	7/1/23-6/30/26	7/1/23-6/30/26	3/1/2024	Refer to contract.	
	COLA: 7/1/23: 3.5% 7/1/2024: 3.5% 7/2025: 3.5% Recruitment and Retention: 7/1/2023: 1.5% 7/1/2024: 1.5% 7/2025: 1.5%		COLA: 3/16/2024: 3.5% 7/1/2024: 3.5% 7/2025: 3.5% Recruitment and Retention: 7/1/2023: 1.5% 7/1/2024: 1.5% 7/2025: 1.5%	COLA: 7/1/2023: 3.5% 7/1/2024: 3.5% 7/2025: 3.5% Recruitment and Retention: 7/1/2023: 1.5% 7/1/2024: 1.5% 7/2025: 1.5%	COLA: 3/16/2024: 3.5% 7/1/2024: 3.5% 7/2025: 3.5% Recruitment and Retention: 7/1/2023: 1.5% 7/1/2024: 1.5% 7/2025: 1.5%		
Scheduled Wage Increases						Refer to contract.	
Medical Provider: CalPERS	ER pays maximum monthly premium: EE Only \$899.92 2-Party \$1,799.88 Family \$2,339.89	ER pays 90% and EE pays 10% of the selected plan premium.					
Alternative Health Benefit/Medical In-Lieu	ER contributes the ER-paid Kaiser Region 1 EE only premium cap per month.	ER pays ninety percent (90%) of the Kaiser - Region 1, single party premium per month.					
Dental Insurance Premiums and Plan Information Provider: Delta Dental	ER pays the full cost of coverage for EE and eligible dependent(s) up to the family level.						
Vision Insurance Provider: Vision Service Plan (VSP)	ER pays the full cost of coverage for EE and eligible dependent(s) up to the family level.						
CalPERS Retirement Plans and EE Contributions	<u>Classic* PERS Members</u> 3% at 55 <u>Hired 1/1/11 or after</u> 3% at 55 Member rate: 14% (EE paid) (9% plus 5% cost-share) <u>New* PERS Members</u> Hired after 1/1/13 2.7% @ 57 Member rate: 14.5% (EE paid) *as defined by CalPERS	<u>Classic* PERS Members</u> 3% at 55 <u>Hired 1/1/12 or after</u> 3% at 55 Member rate: 14% (EE paid) (9% plus 5% cost-share) <u>New* PERS Members</u> Hired after 1/1/13 2.7% @ 57 Member rate: 14.5% (EE paid) *as defined by CalPERS	<u>Classic* PERS Members</u> <u>Hired prior to 1/1/12</u> 2% at 55 <u>Hired 1/1/12 or after</u> 2% at 60 Member rate: 7% (EE paid) <u>New* PERS Members</u> Hired after 1/1/13 2% @ 62 Member rate: 8.25% (EE paid) *as defined by CalPERS				
	EEs hired before the effective date of the CalPERS Classic Second Tier are eligible for a supplemental pension benefit. See MOU for more information.		N/A				
Public Agency Retirement System (PARS)							

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457 Deferred Compensation Plan Provider: Mission Square	ER contributes \$25 for active particants. EEs may voluntarily participate up to annual IRS maximum.	ER contributes \$25 for active particants. EEs may voluntarily participate up to annual IRS maximum.	EEs may voluntarily participate up to annual IRS maximum.	ER contributes \$25 for active particants. EEs may voluntarily participate up to annual IRS maximum.			Refer to contract.
401a Deferred Compensation Plan Provider: MissionSquare	N/A	EEs may voluntarily participate up to annual IRS maximum.	N/A	EEs may voluntarily participate up to annual IRS maximum.			
Retiree Medical, Dental, and Vision Premiums	Eligible if have passed probation and have 5 years of CalPERS service. Maximum paid monthly: <div><u>Medical</u> Retiree Only \$182.75 Retiree + 1 \$352.75 Retiree + 2 or more \$463.25 <u>Dental</u> Retiree Only \$21.57 Retiree + 1 \$40.15 Retiree + 2 or more \$56.59 <u>Vision</u> Retiree Only \$5.00 Retiree + 1 \$8.68 Retiree + 2 \$8.68</div>		Eligible after 11 or more years of service. Maximum paid monthly: <div><u>Medical</u> Retiree Only \$153.00 Retiree + 1 \$286.00 Retiree + 2 or more \$363.00 <u>Dental</u> Retiree Only \$20.00 Retiree + 1 \$35.00 Retiree + 2 or more \$46.06 <u>Vision</u> Retiree Only \$5.00 Retiree + 1 \$8.68 Retiree + 2 \$8.68</div>				
The ER's medical contribution described above includes the PEMHCA statutory minimum employer contribution requirement.		The ER's medical contribution described above includes the PEMHCA statutory minimum employer contribution requirement.					
FICA (Social Security/Medicare)	Medicare only 1.45%.		ER pays 7.65% and EE pays 7.65% of taxable income up to maximum limits as applicable.				
CalGOVEBA	EEs participate in the CalGOVEBA 501(C)9 Trust.		N/A	EEs participate in the CalGOVEBA 501(C)9 Trust.			
Flexible Spending Account Provider: American Fidelity	EE may contribute up to the annual IRS limits for eligible healthcare and dependent care expenses.						
Employee Assistance Program (EAP) Provider: Aetna	ER provides 6 consultations per incident per calendar year for problem-solving support.						
Life Insurance and Accidental Death and Dismemberment (AD&D) Insurance Provider: Standard	ER provides group term life insurance equal to individual EEs annual salary up to \$50,000.	ER paid group term life insurance equal to individual EEs annual salary.	ER provides group term life insurance of \$50,000 or EEs annual salary, whichever amount is higher.	ER paid group term life insurance equal to individual EEs annual salary.			
Long-Term Disability Insurance Provider: Standard	EE sponsored benefit maintained by POA. Provider is California Law Enforcement Authority (CLEA).	ER pays premium for insurance at 60% of salary up to 10k maximum per month.					

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Supplemental Life Insurance Provider: American Fidelity	EE may purchase additional life insurance through after-tax payroll deductions.						
	<p><u>Hired prior to 7/1/00:</u> 0 - end of 10 years: 120 hours 11 - end of 20 years: 160 hours 21 years and over: 200 hours</p> <p><u>Hired beginning 7/1/00:</u> 0 - end of 4 years: 80 hours 5 - end of 9 years: 120 hours 10 - end of 20 years: 160 hours 21 years and over: 200 hours</p> <p>ER Manager may be credit new EEs with additional weeks per year for relevant service with prior ER.</p>	<p><u>Hired prior to 7/1/98:</u> 0 - 9 years: 15 days/year 10 - 20 years: 20 days/year 21+ years: 25 days/year</p> <p><u>Hired beginning 7/1/98:</u> 0 - 4 years: 10 days/year 5 - 10 years: 15 days/year 11 - 20 years: 20 days/year 21+ years: 25 days/year</p>	<p><u>Hired prior to 7/1/99:</u> 0 - 10 years: 15 days/year 11 - 20 years: 20 days/year 21+ years: 25 days/year</p> <p><u>Hired on or after 7/1/99:</u> 0 - 4 years: 10 days/year 5 - 10 years: 15 days/year 11 - 20 years: 20 days/year 21+ years: 25 days/year</p>	<p><u>Hired prior to 7/1/98:</u> 0 - 9 years: 15 days/year 10 - 20 years: 20 days/year 21+ years: 25 days/year</p> <p><u>Hired on or after 7/1/98:</u> 0 - 4 years: 10 days/year 5 - 10 years: 15 days/year 11 - 20 years: 20 days/year 21+ years: 25 days/year</p>			
Vacation	Max. limit 2x annual accrual	Max. limit 2x annual accrual	Max. limit 2x annual accrual	Max. limit 2x annual accrual	Max. limit 2x annual accrual	Refer to contract.	
Administrative Leave	N/A	EE receive up to eighty (80) hours of administrative leave.	N/A	Exempt EEs may be granted up to ten (10) days.		Refer to contract.	
Holidays	12 observed holidays with 1 floating holiday (EE's Birthday).	14 observed holidays.	12 observed holidays with 4 floating holidays.	12 observed holidays with 3 floating holidays.			
Sick Leave	EEs accrue up to 15 days/year.						
Bereavement/ Funeral Leave	EEs receive up to five (5) days of leave for immediate family.						
Maternity, Paternity, and Adoption Leave	N/A		EEs receive 5 days of paid leave for maternity, paternity, or adoption	N/A	Three (3) days, leave will be deducted from accrued sick leave.		
Health and Wellness	N/A	EEs will be eligible to participate in ER sponsored activities at ECCL at the ER resident rate.	EEs receive a 15% discount on all ER facilities and services, including childcare, Community Services, the Senior Center, and rentals.	EEs will be eligible to participate in ER sponsored activities at ECCL at the ER resident rate.			
Cellphone Stipend	City issued cellphone.		\$40/month for eligible EEs.				
Tuition Reimbursement	May be eligible for reimbursement for relevant courses completed with a grade of 'C' or better.						

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Education/Certification Incentive	EEs with AA degree or Intermediate POST certificate receive 5% of base pay.	EEs with bachelor's degree or Advanced POST certificate receive 7.5% of base pay.	Police Communications Dispatchers Only EEs with a POST Intermediate Certificate receive an additional 2% of their monthly salary.				
	EEs with BA/BS or Advanced POST certificate receive 2% for up to 7.5% total.	EEs with master's degree or executive level training certificate receive 2% for up to 9.5% total.	EEs with a POST Advanced Certificate receive additional 3% for up to 5% total.	N/A	Police Chief Only 2% with a master's degree.		N/A
Uniform, Shoes, and Tool Allowance	EEs receive \$1,400 per calendar year.		PD EEs: At initial appt, \$425 for uniform; \$950 per calendar year. PW Maintenance EEs: \$1,200 per calendar year.	Police Services Manager and Public Works Supervisor Only \$850 per calendar year.	Police Chief Only \$1,400 per calendar year.		N/A
Shift Differential	ER pays 4% shift differential for hours worked between 1800 and 0600.	N/A	ER pays 5% shift differential for hours worked between 1800 and 0600.	N/A			
Longevity Pay	3% longevity pay after five years of full-time CA sworn law enforcement service. An additional 3% for a total of 6% longevity pay.		N/A				
Field Training Officer Pay	ER pays 6% FTO pay for eligible EEs.	N/A					
Canine Handler Pay	ER pays 5% Canine Handler pay for eligible EEs.	N/A					
Chiropractic Care	Up to \$250/year.		N/A		Police Chief Only Up to \$250/year.	N/A	
Automobile Allowance	N/A			May be eligible up to \$275/month.		Refer to contract.	
Severance Pay	N/A			EEs in "at will" positions are eligible for one (1) week base pay for every year of service up to a maximum of eight (8) weeks of pay when released for non-disciplinary reasons.		Refer to contract.	