

# 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
<b>Contract Effective</b>	7/1/16 to 6/30/19	7/1/16 to 6/30/19	7/1/17 to 6/30/19	7/1/16
<b>Scheduled Wage Increases</b>	7/1/18      3%	7/1/18      3%	1/1/18      1% 7/1/18      3%	7/1/18      3%
<b>Medical Insurance Premium for 2017</b>	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
<b>Dental Premiums</b>	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
<b>Vision Premium - VSP</b>	City pays premium: \$23.04/month	City pays premium: \$23.04/month	City pays premium: \$23.04/month	City pays premium: \$23.04/month
<b>Alternative Health Benefit/Opt-out for Flexible Benefits/Cash in Lieu of Medical</b>	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
<b>Flexible Spending Account for Dependent Health Care</b>	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.
<b>Employee Assistance Program</b>	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
<b>Medicare</b> (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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<b>Retiree Medical, Dental, and Vision Premiums</b>	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>	Monthly rates paid by City:  <table style="margin-left: auto; margin-right: auto; border-collapse: collapse;"> <tr> <td></td> <td style="text-align: center;"><u>Medical</u></td> <td style="text-align: center;"><u>Dental</u></td> <td style="text-align: center;"><u>Vision</u></td> </tr> <tr> <td>Single</td> <td style="text-align: right;">\$182.75</td> <td style="text-align: right;">\$21.57</td> <td style="text-align: right;">\$4.72</td> </tr> <tr> <td>2-Party</td> <td style="text-align: right;">\$352.75</td> <td style="text-align: right;">\$40.15</td> <td style="text-align: right;">\$10.68</td> </tr> <tr> <td>Family</td> <td style="text-align: right;">\$463.25</td> <td style="text-align: right;">\$56.69</td> <td style="text-align: right;">\$10.68</td> </tr> </table>		<u>Medical</u>	<u>Dental</u>	<u>Vision</u>	Single	\$182.75	\$21.57	\$4.72	2-Party	\$352.75	\$40.15	\$10.68	Family	\$463.25	\$56.69	\$10.68	<u>Medical</u>
		<u>Medical</u>		<u>Dental</u>	<u>Vision</u>															
	Single	\$182.75		\$21.57	\$4.72															
	2-Party	\$352.75		\$40.15	\$10.68															
	Family	\$463.25		\$56.69	\$10.68															
	Retiree Only           \$153.00	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 + 1           \$286.00															
	Retiree + 2 or more   \$363.00	Retiree + 2 or more   \$363.00		Retiree + 2 or more   \$363.00	Retiree + 2 or more   \$363.00															
	<u>Dental</u>	<u>Dental</u>		Retiree Only           \$20.00	<u>Dental</u>															
Retiree Only           \$20.00	Retiree Only           \$20.00	Retiree + 1           \$35.00		Retiree Only           \$20.00																
Retiree + 1           \$35.00	Retiree + 1           \$35.00	Retiree + 2 or more   \$46.06	Retiree + 1           \$35.00																	
Retiree + 2 or more   \$46.06	Retiree + 2 or more   \$46.06		Retiree + 2 or more   \$46.06																	
<u>Vision</u>	<u>Vision</u>	Retiree Only           \$5.00	<u>Vision</u>																	
Retiree Only           \$5.00	Retiree Only           \$5.00	Retiree + 1           \$8.68	Retiree Only           \$5.00																	
Retiree + 1           \$8.68	Retiree + 1           \$8.68	Retiree + 2           \$8.68	Retiree + 1           \$8.68																	
Retiree + 2           \$8.68	Retiree + 2           \$8.68		Retiree + 2           \$8.68																	
<b>CalPERS Retirement Plan and Employee Contributions</b>	<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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<b>EPOA PARS Retirement Plan</b>	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
<b>Standard Life Insurance and Accidental Death and Dismemberment Insurance</b>	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
<b>Long-Term Disability Insurance</b>	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
<b>Standard Life Insurance Additional Life Insurance</b>	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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<b>Vacation</b>	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
<b>Sick Leave</b>	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
<b>Bereavement/ Funeral Leave</b>	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
<b>Administrative Leave</b>	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
<b>Shift Differential</b>	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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<b>Ancillary/Acting Pay</b>	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
<b>Court, Call Back, and Standby Pay</b>	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
<b>Educational Incentive</b>	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
<b>Tuition Reimbursement</b>	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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<b>Uniform, Shoes, and Tool Allowance</b>	<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
<b>Technology Pay</b>	N/A	\$40/mo for eligible employees	N/A	\$40/mo for eligible employees
<b>Work Week</b>	<p>40 hours/week (Police, Public Works &amp; Community Services/Recreation)</p> <p>35 hours/week (Administrative Offices)</p>	<p>40 hours/week (Police, Public Works &amp; Community Services/Recreation)</p> <p>35 hours/week (Administrative Offices)</p>	40 hours/week	<p>40 hours/week (Police, Public Works &amp; Community Services/Recreation)</p> <p>35 hours/week (Administrative Offices)</p>
<b>Alternative/Flex Work Schedule</b>	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
<b>Holidays</b>	11 + 3 floating holidays	11 + 2 or 3 floating holidays	12 + employee birthday	11 + 2 floating holidays