

**CITY OF UNION CITY
BENEFITS SUMMARY
JUNE 2009**

BENEFIT	DEPARTMENT HEADS	MID MANAGEMENT/ FIRE MGMT	POLICE MANAGEMENT	POLICE	FIRE	PROFESSIONALS	SEIU LOCAL 1021
MOU DATE	07/01/08-06/30/09	07/01/08-06/30/09	07/01/08-06/30/09 Established 7/1/05	07/01/08-06/30/09	7/1/08 –06/30/09	07/01/08-06/30/09	07/01/08-06/30/09
PERS ER PAID CONTR	14.4620%+2.2150 %POB (Misc) 17.6820%+13.0980 % POB (Police & Fire Chiefs)	14.4620%+2.2150 %POB (Misc) 17.6820%+13.0980 % POB (Fire Mgmt)	17.6820% + 13.0980% POB	14.4620%+2.2150 % POB (Non-Sworn) 17.6820% + 13.0980% POB (Sworn)	17.6820%+13.0980 % POB	14.4620%+2.2150% POB	14.4620%+2.2150% POB
PERS ER PAID RETIREMENT (MEMBER SHARE)	9.00% Police & Fire Chiefs; 3.5% Pd by Ee, 4.5% Pd by City Misc	9.00% Fire Mgmt; 3.5% Pd by Ee, 4.5% Pd by City Misc	9.00% Pd by City	9.00% sworn-Pd by City; 3.5% Pd by Ee, 4.5% Pd by City Misc-Non Sworn	9.00% Pd by City	3.5% Pd by Ee, 4.5% Pd by City Misc	3.5% Pd by Ee, 4.5% Pd by City Misc
PERS RETIREMENT PLAN	2.5% @ 55 Misc; 3% @ 50-Police & Fire Chiefs	<u>2.5% @ 55</u> Misc; 3% @ 50 Fire Mgmt	3% @ 50	3% @ 50 – sworn 2.5% @ 55 non-sworn	3% @ 50	2.5% @ 55	2.5% @ 55
MEDICAL CAFETERIA PLAN	PERS Health Plan	PERS Health Plan	PERS Health Plan	PERS Health Plan (1)	PERS Health Plan	PERS Health Plans	PERS Health Plans
CITY CONTR	Varies \$487.50/mo. max excess healthcare costs.	Varies \$737.50/mo. max excess healthcare costs.	Varies \$750.00/mo. max excess healthcare costs.	Max \$1447/mo. (Includes medical dental and vision)	Max \$1452/mo. (Includes medical, dental and vision)	Max \$1246/mo. (Includes medical, dental and vision)	Max \$1246/mo. (Includes medical, dental and vision)
EE CONTR	Varies	Varies	Varies	Varies	Varies	Varies	Varies
'CASH' IN LIEU OF MED COVR	N/A	N/A	N/A	Money deposited into an ICMA account or b/w cash payment	Bi-weekly cash payment.	Money deposited into an ICMA account or bi-weekly cash payment	Money deposited into an ICMA account or bi-weekly cash payment
EE ONLY EE+1 OR MORE				\$300.00/month \$300.00/month	\$300.00/month \$300.00/month	\$100.00/month \$100.00/month	\$100.00/month \$100.00/month
DENTAL CITY CONTR	Delta Dental United Concordia Included in medical contribution	Delta Dental United Concordia Included in medical contribution	Delta Dental United Concordia Included in medical contribution	Delta Dental United Concordia Incl in medical contribution	Delta Dental/United Concordia Incl in medical contribution	Delta Dental/United Concordia Included in medical contribution	Delta Dental/United Concordia Included in medical contribution

BENEFIT	DEPARTMENT HEADS	MID MANAGEMENT/FIRE MGMT	POLICE MANAGEMENT	POLICE	FIRE	PROFESSIONALS	SEIU LOCAL 1021
DEFERRED COMP 401A	Voluntary; City contributes \$100/mo, if ee participates. Ee contributions range from 2% to 25%	Voluntary; City contributes \$100/mo, if ee participates. Ee contributions range from 2% to 25%	Voluntary; City contributes \$100/mo, if ee participates. Ee contributions range from 2% to 25%	N/A	N/A	N/A	N/A
UNIFORM BOOT ALLOWANCE	\$1025/years-Police Chief \$600/year-Fire Chief	Fire: \$600/year Public Works Supt/Supvs: \$160/year Boot Allowance	\$1025/year – paid bi-weekly	\$1025/yr \$925/yr-CSA, PSO \$825/yr-Disp, PD Offc Coord, PO Asst, & Prop Clerk	\$600/year	N/A	\$160/yr boot allowance: Street Division, Garage Operation and Buildings, Parks & Grounds. \$300/yr tool allowance for Equip Mechs & Trnes.
EDUCATIONAL INCENTIVE PAY	N/A	N/A	Lt-\$750 for BA/BS or FBI or West Point Leadership. Capt.-\$750 for Master's Degree or FBI or West Point Leadership. Paid bi-weekly	2.5%-7.5% of base salary/mo.	2.5%-7.5% of base salary/mo depending on requirements met	N/A	N/A
TUITION REIMBURSEMENT	\$1500 maximum per fiscal year to cover the cost of the course, upon successful completion. (Prior approval required.)	\$3000 maximum per fiscal year to cover the cost of the course, upon successful completion. (Prior approval required.)	N/A	N/A	\$4000 per employee: Master's Degree only. (Two ees selected per year.)	Full reimbursement for the cost of the course upon successful completion (Prior approval required)	\$1500 maximum per fiscal year to cover the cost of the course, upon successful completion (Prior approval required.)
ACTING PAY	N/A	N/A	N/A	5% of salary	5% of salary	5% of salary	5% of salary
FTO/COMM. TRAINING OFFICER PARY	N/A	N/A	N/A	5% of salary	N/A	N/A	N/A
PARAMEDIC & EMT PAY	N/A	N/A	N/A	N/A	Paramedic: Diff=to sum of 12% of step 5 FF; EMT: 2.5% of step 5 FF; \$1000/yr payable in equal semi-annual installments (Jan-July) for ees that hold an Alameda County accreditation.	N/A	N/A
CALL BACK	N/A	N/A	N/A	2 hrs @ 1-1/2	3 hrs @ 1-1/2	2 hrs @ 1-1/2	2 hrs @ 1-1/2

BENEFIT	DEPARTMENT HEADS	MID MANAGEMENT/FIRE MGMT	POLICE MANAGEMENT	POLICE	FIRE	PROFESSIONALS	SEIU LOCAL 1021
COURT PAY	N/A	N/A	N/A	4 hrs @ 1-1/2	4 hrs @ 1-1/2	N/A	N/A
LONGEVITY PAY		N/A	5% Longevity following completion of 19 th year	5% Longevity following completion of 19 th year (Eff 1/1/08 for non-sworn)	5% Longevity following completion of 19 th year	N/A	N/A
SPECIALTY PAY	N/A	Bilingual \$50/month	N/A	Canine handler Diff: 156 hours; Investigations 5%; Bilingual \$100/month; CST \$100/wk	Bilingual \$100/month	Bilingual \$50/month	Maint I-Park & Grds-5% (spray oprs) Maint I-10% sweeper operator Bilingual \$100/month
HOLIDAY LEAVE/PAY (2)	11 days 3 floaters Fire: 144 hrs Holiday Bk Police Chief .0693% of base paid by b/w	Mid Mgmt-11 days, 3 floaters Fire Mgmt-144 hrs, 2 floaters (20 hrs) (excludes Bat Chiefs)	2 floaters (20 hours) 6.93% of base paid b/w in lieu of holiday time off.	5.58% of base paid b/w in lieu of holiday time off	6.5% of base per pay period in lieu of holiday time-off.	11 days 3 floaters (27 hrs)	11 days 3 floaters (27 hrs)
VACTION ACCURAL	160 hrs added to salary; 4-8 yrs: 0 days 9-13 yrs: 0 days 14-18 yrs: 5 days 19 & over: 10 days	80 hrs added to salary; 4-8 yrs: 5 days 9-13 yrs: 10 days 14-18 yrs: 15 days 19 & over: 20 days 56 Hr BCs: Hrs/Mo 1-5 yrs: 13.16 hrs 6-10 yrs: 17.00 hrs 11-15 yrs:20.83 hrs 16-20 yrs:23.58 hrs 21+: 24.58 hrs	80 hrs added to salary; 4-8 yrs: 5 days 9-13 yrs: 10 days 14-18 yrs: 15 days 19 & over: 20 days	0-3 yrs: 10 days 4-8 yrs: 15 days 9-13 yrs: 20 days 14-18 yrs: 25 days 19 and over: 30 days	56 hrs 40 hrs 1-5: 158 hrs 112.86 6-10: 204 hrs 145.71 11-15: 250 hrs 178.57 16-20: 283 hrs 202.14 21+: 295 hrs 210.71	0-3 yrs: 10 days 4-9 yrs: 15 days 10-12 yrs: 17 days 13-15 yrs: 20 days 16 and over: 25 days	0-3 yrs: 10 days 4-9 yrs: 15 days 10-12 yrs: 17 days 13-15 yrs: 20 days 16 and over: 25 days
MAX VAC ACCRUAL	4-8 yrs – 240 hrs 9-13 yrs – 320 hrs 14-18 yrs – 400 hrs 19+ yrs – 480 hrs	4-8 yrs – 240 hrs 9-13 yrs – 320 hrs 14-18 yrs – 400 hrs 19+ yrs – 480 hrs	4-8 yrs – 240 hrs 9-13 yrs – 320 hrs 14-18 yrs – 400 hrs 19+ yrs – 480 hrs	0-3 yrs-160 hrs 4-8 yrs-240 hrs 9-13 yrs-320 hrs 14-18 yrs-400 hr 19+ yrs-500 or 80 hrs to cashout Cannot use vac in first12 mos	2x annual maximum accrual	0-3 yrs-240 hrs 4-9 yrs-250 hrs 10-12 yrs-290 hrs 13-15 yrs-350 hrs 15+ yrs-440 hrs	0-3 yrs-160 hrs 4-9 yrs-240 hrs 10-12 yrs-272 hrs 13-15 yrs-320 hrs 15+ yrs-400 hrs Or 260 whatever is greater

BENEFIT	DEPARTMENT HEADS	MID MANAGEMENT/FIRE MGMT	POLICE MANAGEMENT	POLICE	FIRE	PROFESSIONALS	SEIU LOCAL 1021
MINIMUM ANNUAL USAGE	N/A	N/A	N/A	N/A	N/A	Min annual usage: 0-3 yrs – 40 hrs 4-9 yrs – 50 hrs 10-12 yrs – 60 hrs 13-16 yrs – 70 hrs 16+ yrs – 80 hrs Cannot use vac in first six months	40 hrs of vac and/or comp time Cannot use vac in first six months
SICK LEAVE	8 hrs/mo; no max (Can convert 60 hrs of s/l bal to vacation time bank, provided a bal of 480 hrs is maintained.)	8 hrs/mo; no max (Can convert 60 hrs of s/l bal to vacation time bank, provided a bal of 480 hrs is maintained.) BC's 12 hrs/mo	8 hrs/mo; no max (Can convert 60 hrs of s/l bal to vacation time bank, provided a bal of 480 hrs is maintained.)	8 hrs/mo; no max; Eff 7/1/06: ability to convert s/l hrs to vacation, if minimum balance maintained.	56 hrs: 12 hrs/mo. 40 hrs: 8 hrs/mo. (Ability to convert s/l into vacation leave if criteria met. See MOU)	8 hrs/mo; no max	8 hrs/mo; no max
ADMIN LEAVE (Loaded 1st full pay period in July)	110 hrs/FY; can carryover 1x the annual accrual rate. Addtl 10 hrs upon approval of CM.	110 hours/FY; can carryover 1x the annual accrual rate. Addtl 10 hrs upon recommendation of dept head and approval of CM	110 hours/FY; can carryover 1x the annual accrual rate. Addtl 10 hrs upon recommendation of dept head and approval of CM	N/A	N/A	N/A	N/A
BEREAVEMENT LEAVE (Immediate Family)	5 days	5 days	5 days	Up to 40 hrs for immediate family; one work day for close relative	3-24 hr/shifts if w/in Bay Area 5-24 hr/shifts if outside of Bay Area	5 days	3 days w/in Bay Area; 5 days outside of Bay Area
PERSONAL LEAVE	20 hrs of sick leave can be used to conduct personal business; addtl 8 hrs of s/l can be used if s/l bal=min of 100 on 7/1; addtl 12 hrs if bal=200 hrs. Max per fiscal yr=40 hrs	20 hrs of sick leave can be used to conduct personal business; addtl 8 hrs of s/l can be used if s/l bal=min of 100 on 7/1; addtl 12 hrs if bal=200 hrs. Max per fiscal yr=40 hrs Except for Fire Mgmt	20 hrs of sick leave can be used to conduct personal business; addtl 8 hrs of s/l can be used if s/l bal=min of 100 on 7/1; addtl 12 hrs if bal=200 hrs. Max per fiscal yr=40 hrs	20 hrs of sick leave can be used to conduct personal business; addtl 8 hrs of s/l can be used if s/l bal=min of 100 on 7/1; addtl 12 hrs if bal=200 hrs. Max per fiscal yr=40 hrs	N/A	16 hrs of sick leave can be used to conduct personal business; addtl 8 hrs of s/l can be used if s/l bal=min of 100 on 7/1; addtl 12 hrs if bal=200 hrs. Max per fiscal yr=36 hrs	16 hrs of sick leave can be used to conduct personal business; addtl 8 hrs of s/l can be used if s/l bal=min of 100 on 7/1; addtl 12 hrs if bal=200 hrs. Max per fiscal yr=36 hrs

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WORK SCHEDULE	9/80	Mid Mgmt: 9/80 Fire Mgmt: 4/10/40 Fire BCs: 48/96	Police: 4/10/40	3/12: 20/40- sworn positions in Patrol Traffic Operations; 4/10/40-All others	56 hours; 48 hour work shifts with 96 hours off periods in between each work shift. 40 hours/week staff: 4/10/40	9/80	9/80
COMP TIME	N/A	N/A	N/A	Max: 200 hrs	Max: 120 hours	No Max	Max: 150 hours
CITY PAID RETIREE MEDICAL	Minimum Employer Contribution (MEC) for agencies participating in the Public Employees Medical and Hospital Care Act (PEMHCA) Police Chief: See Police Mgmt	Minimum Employer Contribution (MEC) for agencies participating in the Public Employees Medical and Hospital Care Act (PEMHCA)	15 yrs w/ City- 50% of Kaiser S+1 /mo. 20 yrs w/City-75% of Kaiser S+1/mo. 25yrs w/City-100% of Kaiser S+1/mo -50% to any eligible surviving spouse or domestic partner of a deceased retiree. -Ee pays: \$20/pay period.	15 yrs w/ City- 50% of Kaiser S+1 /mo. 20 yrs w/City- 75% of Kaiser S+1/mo. 25yrs w/City- 100% of Kaiser S+1/mo 50% to any eligible surviving spouse or domestic partner of a deceased retiree Ee pays: \$20/pay period	7/1/04: \$320/month	Minimum Employer Contribution (MEC) for agencies participating in the Public Employees Medical and Hospital Care Act (PEMHCA)	Minimum Employer Contribution (MEC) for agencies participating in the Public Employees Medical and Hospital Care Act (PEMHCA)
PROBATION PERIOD:	1040 hours (6 months)	1040 hours (6 months)	1040 hours (6 months)	Police Officers: 4160 hrs (2 years); Lateral Police Officers: 2080 hrs (1 year) upon rec from Police Chief to Pers Dir; All other positions: 2080 hrs (1 year)	18 months; Prom. Appts: 12 mos.	2080 hours (12 months)	1040 hours (6 months) Maint Trnee-Streets amd Parks & Grounds: 2080 hours
FUTURE INCREASES	N/A	N/A	N/A	N/A	N/A	N/A	N/A
LAST SALARY INCREASE & AMOUNT	7/1/07 – 3.5%	7/1/07 – 3.5%	7/1/07 – 3%	7/1/07 – 3% COLA	10/1/07 – 2.1%	7/1/07 – 3.5% + 9% equity to Sr Bldg Inspector	7/1/07 – 2.5% + equity for designated salary classification (1%)
10/1/07					2.1%		
7/1/07	3.5%	3.5%	3%	3%		3.5%	2.5%

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7/1/06	5%	5%	5%	5% + 1.5% equity	5%	5%	5%
7/1/05	4% + equity for specific positions	4% + equity for specific positions	4% + equity for specific positions	4% COLA + 1.5% equity for PO, Police Corporal, & Police Sgt.	4%	4.0% + equity for specific positions	4% + equity for specific positions
7/1/04	0.5%	0.5%	0.5%	3%	3%		1.0%+1.0% lump sum
1/01/04						2% COL	
7/01/03	2.2%	2.2%	2.2%	4.0%	4.0%		2.25%
1/01/03						3%	3% + COL 1% equity
7/01/02	2.2%	2.2%	2.2%	0.7%-sworn 4.0%- non-sworn	4%		
1/01/02						4%	1/01/02- 3% + equity for designated salary classifications;
9/25/01						Equity for designated salary classification	
7/01/01	2.2%	2.2%	2.2%	3%	0.7%		
4/29/01							3% equity increase
1/01/01						4%	3% + equity for designated salary classifications;
7/1/00	3.7%	3.7%	3.7%	3%			
1/1/00						3%	3% + equity for designated salary classifications;
7/1/99	4.6%	4.6%	4.6%	3% + 1% equity			
4/1/99				3% equity			
5/1/99							Avg. 8.95% to Clerical Prom Series
1/1/99						3%	3% + 1% equity

- (1) –Ees covered by a spouse’s medical insurance plan can choose to have up to \$300/month for 2 party and family overage contributed in cash or into a deferred compensation plan.
- (2) –Christmas Eve Observed: If Christmas day falls on a Saturday, the Christmas Day holiday is observed on Friday; the Christmas Eve holiday is then observed on Thursday. If Christmas Day falls on a Sunday, the Christmas Day holiday is observed on Monday, there is no Christmas Eve holiday observance. When Christmas Day falls on Monday, there is no Christmas Eve holiday observance.

POB- Pension Obligation Bond

Domestic Partnership policy effective for all POA medical-(same gender only), dental and vision plans. Domestic partners (same gender) must be registered with the Secretary of State to be eligible for medical, dental and vision benefits.

June 2009