EMPLOYEE BENEFITS BY REPRESENTATION UNIT (11/2013)

	SERVICE	SUPERVISORY	MANAGEMENT	POLICE MANAGEMENT	POLICE		FIRE MANAGEMENT	FIRE	EXECUTIVE
NUMBER OF EMPLOYEES 0	414	65	107	7	85		6	44	11
CONTRACT TERM	7/6/13 – 7/3/15	8/17/13 – 8/14/15	6/22/13 – 7/3/15	Under negotiations 9/3/11 – 9/2/13	9/14/13 – 9/11/15		8/3/13 – 7/31/15	7/6/13 - 7/4/15	NO CONTRACT
PERS RETIREMENT **EMPLOYER RATE 2012-13 Tier 1**	**2% @ 55** 1) 15.244%	**2% @ 55** 1) 15.244%	**2% @ 55** 1) 15.244%	**3% @ 50** 1) 26.416%	Sworn: **3% @ 50** 1) 26.416%	Non-sworn: **2% @ 55** 1) 15.244%	**3% @ 50** 1) 26.416%	**3% @ 50** 1) 26.416%	**2% @ 55** 1) 15.244%
EMPLOYER RATE 2012-13 Tier 2	**2% @ 60 - 5/12/12** 2) 15.244%	**2% @ 60 - 5/12/12** 2) 15.244%	**2% @ 60 - 5/12/12** 2) 15.244%	**3% @ 55 - 9/3/11** 2) 21.802%	**3% @ 55 9/3/11** 2) 21.802%	**2% @ 60 - 5/12/12** 2) 15.244%	**3% @ 55 - 9/3/11** 2) 21.802 %	**3% @ 55 - 9/3/11** 2) 21.802%	**2% @ 60 – 5/12/12** 2) 15.244%
EMPLOYER RATE 1/1/13 Tier 3	**2%@62 – 1/1/13** 3) 15.244%	**2%@62 – 1/1/13** 3) 15.244%	**2%@62 – 1/1/13** 3) 15.244%	**2.7@57 - 1/1/13** 3) 12.25%	**2.7@57 - 1/1/13** 3) 12.25%	**2%@62 1/1/13** 3) 15.244%	**2.7@57 - 1/1/13** 3) 12.25%	**2.7@57 - 1/1/13** 3) 12.25%	**2%@62 – 1-1-13** 3) 15.244%
CITY PAYS	14.244% (-1.0%) * (all 3 Tiers)	11.244% (-4.0%) * (all 3 Tiers)	11.244 % (-4.0%) * (all 3 Tiers)	1) 19.666% (-6.75) * 2) 15.052% (-6.75%) * 3) 5.50% (-6.75%)*	1) 21.196%(-5.22%)* 2) 16.582%(-5.22%)* 3) 7.03%(-5.22%)*	10.024%(-5.22%)* (all 3 Tiers)	1) 23.416% (-3.0%) * 2) 18.802% (-3.0%) * 3) 9.25% (-3.0%)*	1) 23.416% (-3.0%) * 2) 18.802% (-3.0%) * 3) 9.25% (-3.0%)*	10.244% (-5.0%) * (all 3 Tiers)
EMPLOYEE PAYS	1&2) 8 % (+1.0%) * 3) 7.75% (+1.0)* (414h2)	1&2) 11% (+4.0%) * 3) 10.75% (+4.0%)* (414h2)	1&2) 11% (+4.0%) * 3) 10.75% (+4.0%)* (414h2)	1&2) 15.75% (+6.75%) * 3) 19% (+6.75%) * (414h2)	1&2) 14.22% (+5.22%)* 3) 17.47% (+5.22%) * (414h2)	1&2) 12.22%(+5.22%)* 3) 11.97% (+5.22%)* (414h2)	1&2) 12% (+3.0%) * 3) 15.25% (+3.0%)* (414h2)	1&2) 12% (+3.0%) * 3) 15.25% (+3.0%)* (414h2)	1&2) 12% (+5.0%) * 3) 11.75% (+5.0%)* (414h2)
2014 RATES (MONTHLY) ***MEDICAL PLAN** **(incl. $119.00 PERS CONTRIBUTION)** **EMPLOYEE ONLY** **EMPLOYEE + ONE** **EMPLOYEE + FAMILY** ***Highest benefit plan listed**	City Pays / Empl Pays $ 794.76 / $ 41.83 $1589.52 / $ 83.66 $2066.37 / $108.76	City Pays / Empl Pays $ 794.76 / $41.83 $1589.52 / $83.66 $2066.37 / $108.76	City Pays / Empl Pays $ 682.93 / $ 153.66 $1435.86 / $237.32 $1887.62 / $287.51	City Pays / Empl Pays $ 784.63 / $ 0.00 $1531.46 / $37.80 $1995.04 / $45.00	City Pays / Empl Pays $ 766.59 / $ 70.00 $1565.38 / $107.80 $2060.13 / $115.00		City Pays / Empl Pays $ 766.59 / $ 70.00 $1581.14 / $ 92.04 $2079.63 / $ 95.50	City Pays / Empl Pays $740.59 / $96.00 $1555.14 / $118.04 $2053.63 / $121.50	City Pays / Empl Pays $ 606.17 / $178.46 $1312.33 / $256.93 $1736.04 / $304.00
2014 RATES (MONTHLY) **DENTAL PLAN** **EMPLOYEE** **FAMILY**	City Paid $44.00 $126.70	City Paid $44.00 $126.70	City Paid $44.00 $126.70	City Paid $44.00 $126.70	City Paid $60.24 $173.51		City Paid $44.00 $126.70	City Paid $44.00 $126.70	City Paid $44.00 $126.70
2014 RATES (MONTHLY) **VISION PLAN** **EMPLOYEE** **FAMILY**	City Paid $10.64 $18.74	City Paid $10.64 $18.74	City Paid $10.64 $18.74	City Paid $10.64 $18.74	City Paid $12.20 $21.50		City Paid $10.64 $18.74	City Paid $10.64 $18.74	City Paid $10.64 $18.74
CASH IN LIEU OF MEDICAL	$200 Per Month	$200 Per Month	$200 Per Month	$200 Per Month	$200 Per Month		$200 Per Month	$200 Per Month	$200 Per Month
LIFE INSURANCE	$20,000 (.07/$1,000)	$20,000 (.07/$1,000)	$25,000 (.07/$1,000)	$25,000 (.07/$1,000)	$50,000 (.07/$1,000)		$25,000 (.07/$1,000)	$30,000 (.07/$1,000)	$25,000 (.07/$1,000)
LONG TERM DISABILITY **(MAXIMUM MONTHLY BENEFIT)**	$4,000 (.54/$100)	$7,500 (.54/$100)	$10,000 (.54/$100)	$10,000 (.54/$100)	Sworn: Union Plan	Non-sworn: $4,000 (.54/$100)	$10,000 (.54/$100)	Union Plan City pays $16/mo per EE	$10,000 (.54/$100)
RETIRED HEALTH COVERAGE INCENTIVE **(AGE/YEAR OF SERVICE)** **CITY MONTHLY CONTRIBUTION**	55/10 $100.00 + $119.00 PERS	55/10 $100.00 + $119.00 PERS	50/5 $89.00+ $119.00 PERS	50/5 $139.00+ $115.00 or $387.66 + $115.00 if 20+ yrs of service +sick leave incentive or sick leave service credit option	50/5 139.00+ $119.00 or $538.19 + $119.00 PERS if 20+ yrs of service +sick leave incentive or sick leave service credit option		50/5 $112.04+ $119.00 PERS or $538.19 + $119.00 PERS if 20+ yrs of service + sick leave service credit	50/5 $112.04+ $119.00 PERS or $538.19 + $119.00 PERS if 20+ yrs of service + sick leave service credit	50/5 $89.00+ $115.00 PERS

*City's PERS rates were reduced because bargaining group employees are pick up % of employers' contribution.

EMPLOYEE BENEFITS BY REPRESENTATION UNIT (11/2013) CONT.

	SERVICE	SUPERVISORY	MANAGEMENT	POLICE MANAGEMENT	POLICE	FIRE MANAGEMENT	FIRE	EXECUTIVE
LONGEVITY PAY (AFTER 10 YEARS)	2.5% 4.5% at 15 Yrs	2.5% 4.5% at 15 Yrs	2.5% 4.5% at 15 Yrs	2.5% 4.5% at 15 Yrs	2.5% 4.5% at 15 Yrs	2.5% after 6 Yrs 4.5% at 15 Yrs 6.5% at 20 Yrs	2.5% after 6 years 4.5% at 15 Yrs	2.5%
SHIFT DIFFERENTIALS	Yes	Yes	No	No	No	No	No	No
AGENCY SHOP	Yes	No	No	No	No	No	Yes	No
CALL BACK PAY	2 Hour Minimum	2 Hour Minimum	-0-	-0-	4 Hour Minimum	-0-	2 Hour Minimum	-0-
VEHICLE ALLOWANCE	-0-	-0-	-0-	$400 Per Month	-0-	-0-	-0-	$120 Per Month
BILINGUAL PAY	.55 Cents Per Hour	.30 Cents Per Hour	-0-	$200	5% of Base Pay	-0-	5% Hrs worked	-0-
PERSONAL BUSINESS LEAVE	24 Hours	24 Hours	24 Hours	-0-	24 Hours	40 Hour Schedule =8 Hours	-0-	24 Hours
PAID BIRTH/ADOPTIVE LEAVE	40 Hours	40 Hours	40 Hours	-0-	-0-	40 Hour Schedule =40 Hours 56 Hour Schedule =48 Hours	48 Hours	40 Hours
UNIFORM ALLOWANCE	Provided	Provided	-0-	Provided	Provided	Provided	Provided	-0-
TUITION REIMBURSEMENT (ANNUAL)	$500	$500	$500	$2000	$500	-0-	$350	$500
EDUCATIONAL INCENTIVE	-0-	-0-	-0-	-0-	AA/AS Degree-2.5% of Base Pay BA/BS Degree-5% of Base Pay	AA/AS Degree or 60 Units and Actively Pursuing Degree=2% of Base Pay BA/BS Degree=4% of Base Pay	AA/AS Degree or 60 Units and Actively Pursuing Degree=2% of Base Pay BA/BS Degree=4% of Base Pay	-0-

EMPLOYEE BENEFITS BY REPRESENTATION UNIT (11/2013) CONT.

	SERVICE	SUPERVISORY	MANAGEMENT	POLICE MANAGEMENT	POLICE	FIRE MANAGEMENT	FIRE	EXECUTIVE
ADMINISTRATIVE LEAVE ANNUAL	-0-	-0-	80 Hours	80 Hours	-0-	40 Hour Schedule =80 Hours 56 Hour Schedule =112 Hours	-0-	80 Hours
CLASS A/B LICENSES	$50 Per period	$50 Per period	No	No	No	No	No	No
VACATION	1-5 Years=80 Hours 6-10 Yrs=120 Hrs 11+=120 hrs+8 hrs for each yr after 10 yrs to a maximum of 160 hrs	1-5 Years=80 Hours 6-10 Yrs=120 Hrs 11+=120 hrs + 8 hrs for each yr after 10 yrs to a maximum of 160 hrs	1-5 Years=80 Hours 6-10 Yrs=120 Hrs 11+=120 hrs+8 hrs for each yr after 10 yrs to a maximum of 160 hrs	1-5 Yrs=80 Hrs 6-10 Yrs=120 Hrs 11+=120 hrs + 8 hrs for each yr after 10 yrs to a maximum of 160 hrs	1-5 Yrs=80 Hrs 6-10 Yrs=120 Hrs 11+ Yrs=120 hrs+ 8 hrs for each yr after 10 yrs to a maximum of 160 hrs	**40 Hours/Wk** 1-5 Yrs=80 Hrs 6-15 Yrs= 120 Hrs 15+=120 hrs +8 hrs for each yr after 15 yrs to a maximum of 160 hrs **56 Hours/Wk**. 1-5 Yrs=12 hrs mo 6-15 Yrs=18 hrs mo 15+=24 hrs mo	**40 Hours/Wk** 1-5 Yrs= 80 Hrs 5-10 Yrs=120 Hrs 11+=120 hrs +8 hrs for each yr after 10 yrs to a maximum of 160 hrs **56 Hours/Wk**. 1-5 Yrs= 12 hrs mo 6-10 Yrs= 18 hrs mo 11+=18 hrs mo+ 1 hr for each yr to a maximum of 24 hrs per mo	1-5 Yrs= 80 Hrs 6-10 Yrs=120 Hrs 11+=120 Hrs+8 hrs for each yr after 10 yrs to a maximum of 160 hrs
OPTIONAL BENEFIT PLAN (ANNUAL) LESS THAN 10 YEARS/- MORE THAN 10 YEARS	-0-	$500/$700	$1300/$1500	$1300/$1500	-0-	$1300/$1500	-0-	-0-