

**EMPLOYEE BENEFITS BY REPRESENTATION UNIT (1/1/2019)**

	SERVICE	SUPERVISORY	MANAGEMENT	POLICE MANAGEMENT	POLICE		FIRE MANAGEMENT	FIRE	EXECUTIVE
<b>NUMBER OF EMPLOYEES</b>	430	76	140	7	93		6	52	11
<b>CONTRACT TERM</b>	7/4/2015 – 3/22/2019	8/15/2015 – 8/23/2019	8/25/2018 – 8/23/2019	9/12/2015 – 9/1/2019	11/1/2015 – 3/6/2020		8/15/15 – 7/26/2019	9/26/15 – 9/20/2019	8/15/15 – 8/2019
<b>PERS RETIREMENT 2018-2019</b>					<u>Sworn:</u>	<u>Non-sworn:</u>			
<b>Tier 1 EMPLOYER RATE</b>	<u>Tier 1</u> <b>2% @ 55</b> 9.179%	<u>Tier 1</u> <b>2% @ 55</b> 9.179%	<u>Tier 1</u> <b>2% @ 55</b> 9.179%	<u>Tier 1</u> <b>3% @ 50</b> 22.346%	<u>Tier 1</u> <b>3% @ 50</b> 22.346%	<u>Tier 1</u> <b>2% @ 55</b> 9.179%	<u>Tier 1</u> <b>3% @ 50</b> 22.346%	<u>Tier 1</u> <b>3% @ 50</b> 22.346%	<u>Tier 1</u> <b>2% @ 55</b> 9.179%
<b>Tier 2 EMPLOYER RATE</b> <small>Added in Safety 9/3/11 Added in Misc. 5/12/12</small>	<u>Tier 2</u> <b>2% @ 60</b> 9.179%	<u>Tier 2</u> <b>2% @ 60</b> 9.179%	<u>Tier 2</u> <b>2% @ 60</b> 9.179%	<u>Tier 2</u> <b>3% @ 55</b> 19.353%	<u>Tier 2</u> <b>3% @ 55</b> 19.353%	<u>Tier 2</u> <b>2% @ 60</b> 9.179%	<u>Tier 2</u> <b>3% @ 55</b> 19.353%	<u>Tier 2</u> <b>3% @ 55</b> 19.353%	<u>Tier 2</u> <b>2% @ 60</b> 9.179%
<b>Tier 3 EMPLOYER RATE</b> <small>Added 1/1/13</small>	<u>Tier 3</u> <b>2% @ 62</b> 9.179%	<u>Tier 3</u> <b>2% @ 62</b> 9.179%	<u>Tier 3</u> <b>2% @ 62</b> 9.179%	<u>Tier 3</u> <b>2.7@57</b> 12.965%	<u>Tier 3</u> <b>2.7@57</b> 12.965%	<u>Tier 3</u> <b>2% @ 62</b> 9.179%	<u>Tier 3</u> <b>2.7@57</b> 12.965%	<u>Tier 3</u> <b>2.7@57</b> 12.965%	<u>Tier 3</u> <b>2% @ 62</b> 9.179%
<b>*EMPLOYEE PAYS</b> <small>Employees are picking up % of employers' contribution.</small>	<u>Tier 1 &amp; 2</u> <b>*9.50%</b>	<u>Tier 1 &amp; 2</u> <b>*11.00%</b>	<u>Tier 1 &amp; 2</u> <b>*11.00%</b>	<u>Tier 1 &amp; 2</u> <b>*13.00%</b>	<u>Tier 1 &amp; 2</u> <b>*14.00%</b>	<u>Tier 1 &amp; 2</u> <b>*12.00%</b>	<u>Tier 1 &amp; 2</u> <b>*12.00%</b>	<u>Tier 1 &amp; 2</u> <b>*12.00%</b>	<u>Tier 1 &amp; 2</u> <b>*12.00%</b>
	<u>Tier 3</u> <b>*9.25%</b>	<u>Tier 3</u> <b>*10.75%</b>	<u>Tier 3</u> <b>*10.75%</b>	<u>Tier 3</u> <b>*16.75%</b>	<u>Tier 3</u> <b>*17.75%</b>	<u>Tier 3</u> <b>*11.75%</b>	<u>Tier 3</u> <b>*15.75%</b>	<u>Tier 3</u> <b>*15.75%</b>	<u>Tier 3</u> <b>*11.75%</b>
	(414h2)	(414h2)	(414h2)	(414h2)	(414h2)	(414h2)	(414h2)	(414h2)	(414h2)

**EMPLOYEE BENEFITS BY REPRESENTATION UNIT (1/1/2019)**

2019 RATES (MONTHLY)	SERVICE		SUPERVISORY		MANAGEMENT		POLICE MANAGEMENT		POLICE		FIRE MANAGEMENT		FIRE		EXECUTIVE		
	City Pays	Empl Pays	City Pays	Empl Pays	City Pays	Empl Pays	City Pays	Empl Pays	City Pays	Empl Pays	City Pays	Empl Pays	City Pays	Empl Pays	City Pays	Empl Pays	
<b>*MEDICAL PLAN (incl. \$136.00 PERS MIN.)</b>																	
	<b>EMPLOYEE ONLY</b>	\$ 863.36	\$107.54	\$ 985.57	\$125.56	\$ 803.81	\$167.09	\$ 970.90	\$ 0.00	\$ 900.90	\$ 70.00	\$ 900.90	\$70.00	\$ 874.90	\$ 96.00	\$ 773.81	\$197.09
	<b>EMPLOYEE + ONE EMPLOYEE + FAMILY</b>	\$1785.71	\$156.09	\$2041.15	\$181.11	\$1677.62	\$264.18	\$1904.00	\$37.80	\$1834.00	\$107.80	\$1849.80	\$92.00	\$1823.76	\$118.04	\$1647.62	\$294.18
	\$2339.12	\$185.22	\$2674.49	\$214.45	\$2201.91	\$322.43	\$2479.34	\$45.00	\$2409.34	\$115.00	\$2428.84	\$95.50	\$2402.84	\$121.50	\$2171.91	\$352.43	
<b>DENTAL PLAN EMPLOYEE FAMILY</b>	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 \$173.52		City Paid \$44.00 \$126.70		City Paid \$44.00 \$126.70		City Paid \$44.00 \$126.70		
<b>VISION PLAN EMPLOYEE FAMILY</b>	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		
<b>CASH IN LIEU OF MEDICAL</b>	\$200 Per Month		\$200 Per Month		\$200 Per Month		\$200 Per Month		\$200 Per Month		\$200 Per Month		\$200 Per Month		\$200 Per Month		
<b>LIFE INSURANCE</b>	\$20,000 (.082/\$1,000)		\$20,000 (.082/\$1,000)		\$25,000 (.082/\$1,000)		\$25,000 (.082/\$1,000)		\$50,000 (.082/\$1,000)		\$25,000 (.082/\$1,000)		\$30,000 (.082/\$1,000)		\$25,000 (.082/\$1,000)		
<b>LONG TERM DISABILITY (MAXIMUM MONTHLY BENEFIT)</b>	\$4,000 (.63/\$100)		\$7,500 (.63/\$100)		\$10,000 (.63/\$100)		\$10,000 (.63/\$100)		<u>Sworn:</u> Union Plan	<u>Non-sworn:</u> \$4,000 (.63/\$100)		\$10,000 (.63/\$100)		Union Plan City pays \$16/mo per EE		\$10,000 (.63/\$100)	
<b>RETIRED HEALTH COVERAGE INCENTIVE (AGE/YEAR OF SERVICE) CITY MONTHLY CONTRIBUTION</b>	55/10 \$100.00 + \$136.00 PERS + sick leave incentive or sick leave service credit option		55/10 \$100.00 + \$136.00 PERS + sick leave incentive or sick leave service credit option		50/5 \$89.00+ \$136.00 PERS + sick leave incentive or sick leave service credit option		50/5 \$139.00+ \$136.00 PERS or \$592.18 + \$136.00 PERS if 20+ yrs of service +sick leave incentive or sick leave service credit option		50/5 139.00+ \$136.00 PERS or \$592.18 + \$136.00 PERS if 20+ yrs of service +sick leave incentive or sick leave service credit option		50/5 \$112.04+ \$136.00 PERS or \$697.35 + \$136.00 PERS if 20+ yrs of service + retirement sick leave conversion and/or sick leave service credit		50/5 \$112.04+ \$136.00 PERS or \$697.35 + \$136.00 PERS if 20+ yrs of service + sick leave service credit		50/5 \$89.00+ 136.00 PERS + sick leave incentive or sick leave service credit option		

**EMPLOYEE BENEFITS BY REPRESENTATION UNIT (1/1/2019)**

	<b>SERVICE</b>	<b>SUPERVISORY</b>	<b>MANAGEMENT</b>	<b>POLICE MANAGEMENT</b>	<b>POLICE</b>	<b>FIRE MANAGEMENT</b>	<b>FIRE</b>	<b>EXECUTIVE</b>
<b>LONGEVITY PAY (AFTER 10 YEARS)</b>	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 6.5% at 20 Yrs	4.5% 8.5% at 15 Yrs	2.5% after 6 Yrs 4.5% at 15 Yrs 6.5% at 20 Yrs 8.5% at 25 Yrs	2.5% after 6 years 4.5% at 15 Yrs 6.5% at 17 Yrs 8.5% at 20 Yrs 10.5% at 22 Yrs	2.5%
<b>SHIFT DIFFERENTIALS</b>	Yes	Yes	No	No	No	No	No	No
<b>AGENCY SHOP</b>	No	No	No	No	No	No	No	No
<b>CALL BACK PAY</b>	2 Hour Minimum	2 Hour Minimum	-0-	-0-	4 Hour Minimum	-0-	2 Hour Minimum	-0-
<b>VEHICLE ALLOWANCE</b>	-0-	-0-	-0-	\$400 Per Month	-0-	-0-	-0-	\$107 Per Month
<b>BILINGUAL PAY</b>	.55 Cents Per Hour	.30 Cents Per Hour	-0-	\$200	5% of Base Pay	-0-	5% Hrs worked	-0-
<b>PERSONAL BUSINESS LEAVE</b>	24 Hours	24 Hours	24 Hours	-0-	24 Hours	40 Hour Schedule =8 Hours	-0-	24 Hours
<b>PAID BIRTH/ADOPTIVE LEAVE</b>	40 Hours	40 Hours	40 Hours	-0-	-0-	40 Hour Schedule =40 Hours 56 Hour Schedule =48 Hours	48 Hours	40 Hours
<b>UNIFORM ALLOWANCE</b>	Provided	Provided	-0-	Provided	Provided	Provided	Provided	-0-
<b>TUITION REIMBURSEMENT (ANNUAL)</b>	\$500	\$500	\$500	\$2000	\$500	-0-	\$350	\$500
<b>EDUCATIONAL INCENTIVE</b>	-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 (1/1/2019)**

	<b>SERVICE</b>	<b>SUPERVISORY</b>	<b>MANAGEMENT</b>	<b>POLICE MANAGEMENT</b>	<b>POLICE</b>	<b>FIRE MANAGEMENT</b>	<b>FIRE</b>	<b>EXECUTIVE</b>
<b>ADMINISTRATIVE LEAVE ANNUAL</b>	-0-	-0-	80 Hours	80 Hours	-0-	40 Hour Schedule =80 Hours 56 Hour Schedule =112 Hours	-0-	80 Hours
<b>CLASS A/B LICENSES</b>	\$50 Per period	\$50 Per period	No	No	No	No	No	No
<b>VACATION</b>	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	<u><b>40 Hours/Wk</b></u> 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  <u><b>56 Hours/Wk.</b></u> 1-5 Yrs=12 hrs mo 6-10 Yrs=18 hrs mo 11 + Yrs ==18 hrs mo + 1 hr per month for each year of service after 10 yrs to a maximum of 24 hrs per month	<u><b>40 Hours/Wk</b></u> 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  <u><b>56 Hours/Wk.</b></u> 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
<b>OPTIONAL BENEFIT PLAN (ANNUAL) LESS THAN 10 YEARS/- MORE THAN 10 YEARS</b>	-0-	-0-	\$1300/\$1500	\$1300/\$1500	-0-	\$1300/\$1500	-0-	\$1300/\$1500