

**City of Pinole
Benefit Matrix**

BENEFIT	DEPT MANAGERS/ UNREPRESENTED	POLICE EMPLOYEES' ASSOCIATION	INTERNAT'L ASSOC OF FIREFIGHTERS	AFSCME	LOCAL 1
<i>MOU TERM</i>	n/a	7/1/11 - 6/30/12	7/1/11 - 6/30/12	7/1/11 - 6/30/13	7/1/11 - 6/30/13
<i>SCHEDULED SALARY INCREASES</i>	None.	None.	None.	None.	None.
<i>MEDICAL BENEFITS</i> The City contracts with PERS Health. The City will pay up to the 2011 Kaiser premium based on family status, which is:	Single: \$568.99 Dual: \$1137.98 Family: \$1479.37	Single: \$568.99 Dual: \$1137.98 Family: \$1479.37	Single: \$568.99 Dual: \$1137.98 Family: \$1479.37	Single: \$568.99 Dual: \$1137.98 Family: \$1479.37	Single: \$568.99 Dual: \$1137.98 Family: \$1479.37
<i>MEDICAL IN-LIEU</i> Employees with alternate medical insurance are eligible to receive payment in-lieu as follows:	Single: \$225 Dual: \$450 Family: \$600	Single: \$225 Dual: \$450 Family: \$600	Single: \$225 Dual: \$450 Family: \$600	Single: \$225 Dual: \$450 Family: \$600	Single: \$225 Dual: \$450 Family: \$600
<i>DENTAL BENEFITS</i>	ER Paid: Single: \$58.77 Dual: \$126.86 Family: \$148.95	ER Paid: Single: \$46.95 Dual: \$102.62 Family: \$126.49	ER Paid: Single: \$46.95 Dual: \$102.62 Family: \$126.49	ER Paid: Single: \$58.77 Dual: \$126.86 Family: \$148.95	ER Paid: Single: \$58.77 Dual: \$126.86 Family: \$148.95
<i>VISION BENEFITS</i>	\$18.20/mo for employee and eligible dependents; ER paid	\$18.20/mo for employee and eligible dependents; ER paid	\$18.20/mo for employee and eligible dependents; ER paid	\$18.20/mo for employee and eligible dependents; ER paid	\$18.20/mo for employee and eligible dependents; ER paid
<i>LIFE INSURANCE & AD&D</i> Provider - The Standard	\$40,000 benefit Life = \$.21/\$1000 AD&D = \$.04/\$1000 ER paid	\$40,000 benefit Life = \$.21/\$1000 AD&D = \$.04/\$1000 ER paid	\$40,000 benefit Life = \$.21/\$1000 AD&D = \$.04/\$1000 ER paid	\$40,000 benefit Life = \$.21/\$1000 AD&D = \$.04/\$1000 ER paid	\$40,000 benefit Life = \$.21/\$1000 AD&D = \$.04/\$1000 ER paid
<i>LONG TERM/SHORT TERM DISABILITY</i> Non-safety - The Standard PPEA - PORAC Fire - Cal Assoc. of Professional Firefighters	\$.65/\$100 of salary for first \$3000 in salary; ER paid <i>*includes short-term disability</i>	\$19.50/EE; ER paid <i>*long-term disability only</i>	\$19.50/EE; ER paid <i>*long-term disability only</i>	\$.65/\$100 of salary for first \$3000 in salary; ER paid <i>*includes short-term disability</i>	\$.65/\$100 of salary for first \$3000 in salary; ER paid <i>*includes short-term disability</i>
<i>VACATION LEAVE</i>	0-4 yrs = 96 hours 5-9 yrs = 144 hours 10-15 yrs = 160 hours 16+ yrs = 192 hours	0-4 yrs = 96 hours 5-9 yrs = 144 hours 10-15 yrs = 160 hours 16+ yrs = 192 hours Max = 2x annual rate	0-4 yrs = 151 hours 5-9 yrs = 226 hours 10-14 yrs = 265 hours 15+ yrs = 302 hours Max = 2x annual rate	0-4 yrs = 96 hours 5-9 yrs = 144 hours 10-15 yrs = 160 hours 16+ yrs = 192 hours Max = 2x annual rate	0-4 yrs = 96 hours 5-9 yrs = 144 hours 10-15 yrs = 160 hours 16+ yrs = 192 hours Max = 2x annual rate
<i>VACATION BUYBACK</i>	With 3 yrs of service, EE may buy back 52 hours, provided EE has minimum of 160 hours accumulated.	With 2 yrs of service, EE may buy back 80 hours, provided EE has minimum of 160 hours accumulated.	With 3 yrs of service, EE may buy back 52 hours, provided EE has minimum of 160 hours accumulated.	With 3 yrs of service, EE may buy back 52 hours, provided EE has minimum of 160 hours accumulated.	With 3 yrs of service, EE may buy back 52 hours, provided EE has minimum of 160 hours accumulated.

EE = Employee; ER = Employer
Rates and coverage are calculated based on regular full-time employees.
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Last updated 10/10/2011

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BENEFIT	DEPT MANAGERS/ UNREPRESENTED	POLICE EMPLOYEES' ASSOCIATION	INTERNAT'L ASSOC OF FIREFIGHTERS	AFSCME	LOCAL 1
<i>RETIREMENT BENEFITS</i>	2.5% @ 55 plan; single highest year; sick leave conversion ER rate: 14.489% (after POBs); Total paid by ER: 11.499*. EE rate: 8%. Total paid by EE: 10.99*. City pays base ER rate of 8.509% + 1/2 of diff. between 8.509% and full rate. The same benefit is provided to Tier 1 non-sworn PPEA members.	3% @ 55 plan; single highest year; sick leave conversion. ER rate: 21.252% (after POBs); Total paid by ER: 16.376*. EE rate: 9%. Total paid by EE: 13.876*. City pays base ER rate of 11.5% + 1/2 of diff. between 11.5% and full rate.	3% @ 55 plan; single highest year; sick leave conversion. ER rate: 21.252% (after POBs); Total paid by ER: 16.376*. EE rate: 9%. Total paid by EE: 13.876*. City pays base ER rate of 11.5% + 1/2 of diff. between 11.5% and full rate.	2.5% @ 55 plan; single highest year; sick leave conversion ER rate: 14.489% (after POBs); Total paid by ER: 11.499*. EE rate: 8%. Total paid by EE: 10.99*. City pays base ER rate of 8.509% + 1/2 of diff. between 8.509% and full rate. The same benefit is provided to Tier 1 non-sworn PPEA members.	2.5% @ 55 plan; single highest year; sick leave conversion ER rate: 14.489% (after POBs); Total paid by ER: 11.499*. EE rate: 8%. Total paid by EE: 10.99*. City pays base ER rate of 8.509% + 1/2 of diff. between 8.509% and full rate. The same benefit is provided to Tier 1 non-sworn PPEA members.
<i>RETIREE MEDICAL BENEFITS</i> The PERS health coverage may be carried into retirement.	Employees hired prior to 9/1/10: The City provides identical benefits offered to current active employees, including premium contribution. Employees hired after 9/1/10: The City provides premium contribution pursuant to the PERS Vesting Schedule	Employees hired prior to 9/1/10: The City provides identical benefits offered to current active employees, including premium contribution. Employees hired after 9/1/10: The City provides premium contribution pursuant to the PERS Vesting Schedule	Employees hired prior to 9/1/10: The City provides identical benefits offered to current active employees, including premium contribution. Employees hired after 9/1/10: The City provides premium contribution pursuant to the PERS Vesting Schedule	Employees hired prior to 9/1/10: The City provides identical benefits offered to current active employees, including premium contribution. Employees hired after 9/1/10: The City provides premium contribution pursuant to the PERS Vesting Schedule	Employees hired prior to 9/1/10: The City provides identical benefits offered to current active employees, including premium contribution. Employees hired after 9/1/10: The City provides premium contribution pursuant to the PERS Vesting Schedule
<i>DEFERRED COMPENSATION</i>	457 plan available for EE contribution.	457 plan available for EE contribution.	457 plan available for EE contribution.	457 plan available for EE contribution.	457 plan available for EE contribution.
<i>SOCIAL SECURITY</i>	Do not participate.	Do not participate.	Do not participate.	Do not participate.	Do not participate.
<i>MEDICARE</i>	ER & EE pay 1.45% of salary.	ER & EE pay 1.45% of salary.	ER & EE pay 1.45% of salary.	ER & EE pay 1.45% of salary.	ER & EE pay 1.45% of salary.
<i>SICK LEAVE - ACCRUAL</i>	8 hours per month.	8 hours per month.	18.75 hours per month.	8 hours per month.	8 hours per month.
<i>SICK LEAVE - INCENTIVE</i>	4 hrs vacation for no sick leave use in 6 continuous months.	4 hrs vacation for no sick leave use in 6 continuous months.	None.	4 hrs vacation for no sick leave use in 6 continuous months.	4 hrs vacation for no sick leave use in 6 continuous months.
<i>SICK LEAVE FOR FAMILY CARE</i>	Up to 10 days/yr.	Per Labor Code 233	Per Labor Code 233	Up to 10 days/yr.	Up to 10 days/yr.

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<i>ADMINISTRATIVE LEAVE</i>	Dept Managers - 12 days per year. Unused balance up to 48 hours may be cashed out. Mid-Managers - 5 days per year. Unused balance up to 40 hours may be cashed out.	None.	None.	None.	None.
<i>HOLIDAYS & HOLIDAY PAY</i>	11 observed holidays + 12 hours floating holiday	Sworn: 1.3% holiday pay in lieu of holidays + 11 hours of floating; Non-sworn: 11 holidays + 2 hours floating.	12 hours at 1 1/2 times basic hourly rate for 11 holidays + 4 hours floating paid in December each year.	11 observed holidays + 12 hours floating holiday	11 observed holidays + 12 hours floating holiday
<i>UNIFORM ALLOWANCE & SAFETY SHOES</i>	Chief of Police & Commander = \$824/yr;	Sworn: \$824/yr Non-sworn: \$618/yr New officers/ dispatchers: One-time \$250	\$710/yr	\$175/yr for safety shoes	CSO uniform allow = \$650/yr Safety shoe allow = \$175/yr
<i>SAFETY EQUIPMENT ALLOWANCE</i>	Chief of Police & Commander = \$255/yr	Sworn: \$255/yr	None.	None.	CSOs receive \$130/yr
<i>SHIFT DIFFERENTIAL</i>	None	5% of base pay for 7pm-7am shift for sworn & Dispatchers	None.	None.	None.
<i>STANDBY PAY</i>	None	None.	None.	Weekday = \$30/day Weekend = \$40/day Holiday = \$50/day	Weekday = \$30/day Weekend = \$40/day Holiday = \$50/day
<i>BEEPER PAY</i>	None	None.	None.	\$250/mo for 3 positions (see MOU)	None.
<i>CALL OUT PAY</i>	None	4 hour min. at OT rate.	3 hour min at OT rate.	3 hour min at OT rate.	3 hour min at OT rate.
<i>OFF DUTY COURT TIME</i>	None	Sworn: 4 hour min. at OT rate.	None.	Compensated; OT if applicable	CSO's receive 3 hour min (at OT rate if OT).
<i>DEGREE PAY</i> <i>(paid for degrees above classification requirements)</i>	Unreps receive same as AFSCME & Local 1	AA or Intermediate POST = \$125/mo BA or Advanced POST = \$225/mo Max benefit = \$225/mo	Fire Officer Cert or 30 units = \$22.50/mo; AA/AS = \$75/mo; BA/BS = \$150/mo	AA/AS = \$75/mo BA/BS = \$150/mo	AA/AS = \$75/mo BA/BS = \$150/mo

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<i>EDUCATION INCENTIVE (employees eligible following one year of service)</i>	Receive same as AFSCME & Local 1	Reimbursement up to \$600/year following completion of 3+ units w/grade of C or better.	\$25/mo for 12 months following completion of 3+ units w/grade of C or better.	Reimbursement up to \$600/year following completion of 3+ units w/grade of C or better.	Reimbursement up to \$600/year following completion of 3+ units w/grade of C or better.
<i>ACTING PAY - WORKING IN HIGHER CLASSIFICATION</i>	Unreps receive same as AFSCME & Local 1	Sworn: 5% for FTO or for work in higher classification Non-sworn: 5% for Dispatcher Trainer	Battalion Chief pay = 10%; all other = step that provides at least 5% increase.	Step that provides at least 5% salary increase.	Step that provides at least 5% salary increase.
<i>MEAL ALLOWANCE</i>	None	\$10 when required to work more than 4 hrs prior to beginning or after completing regular shift.	None.	None.	\$10 when required to work more than 4 hrs prior to beginning or after completing regular shift, or working 6th or 7th day during any regular workweek.
<i>BILINGUAL PAY</i>	Unreps receive same as AFSCME & Local 1	None.	None.	10% of base pay for 30 days following each use of bilingual skills, after completing oral & written tests.	5% of base pay after completing oral & written tests
<i>OTHER</i>	Some Department Managers receive an auto allowance or a City assigned vehicle, per their employment contract.	Detectives: 5% or 3% plus take-home vehicle; Canine Officer: 5%; Corporal: 5%; Motorcycle Traffic: 5%; Admin Sgt: 3%; SRO: 3%; Crime Prev Ofc/Sgt: 3%; Female Dispatchers receive \$25 per incident when called upon to assist with female prisoner, detainee or victim	Fire Apparatus Mechanic pay = \$250/mo; Fire Prevention Officer pay = \$250/mo; EMS Coordinator pay = \$250/mo. EMT1 Certification Differential = 2%	Car Allowance = \$200/mo for 1 position (see MOU).	Pesticide App Lic = \$75/mo Agricultural Pest Control Lic = \$75/mo WWTP Operator Cert higher than required = \$75/mo Int'l Certified Bldg Official Cert = \$75/mo ASE Refrigerant Recovery & Recycling Review Cert = \$75/mo

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