

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	07/01/2017 - 06/30/2020	07/01/2017 - 06/30/2020	07/01/18 - 06/30/2021	07/01/18 - 06/30/2021
<i>SCHEDULED SALARY INCREASES</i>	3% COLA	3% COLA	3% COLA	3% COLA	3% COLA
<i>MEDICAL BENEFITS</i> The City contracts with PERS Health.	The City will pay up to the 2018 Kaiser premium based on family status, which is: Single: \$779.86 Dual: \$1,559.72 Family: \$2,027.64	The City will pay up to the 2018 Kaiser premium based on family status, which is: Single: \$779.86 Dual: \$1,559.72 Family: \$2,027.64	The City will pay up to the 2018 Kaiser premium based on family status, which is: Single: \$779.86 Dual: \$1,559.72 Family: \$2,027.64	The City will pay up to the 2018 Kaiser premium based on family status, which is: Single: \$779.86 Dual: \$1,559.72 Family: \$2,027.64	The City will pay up to the 2018 Kaiser premium based on family status, which is: Single: \$779.86 Dual: \$1,559.72 Family: \$2,027.64
<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: \$62.18 Dual: \$133.72 Family: \$156.94	ER Paid: Single: \$62.18 Dual: \$133.72 Family: \$156.94	ER Paid: Single: \$52.87 Dual: \$115.12 Family: \$141.54	ER Paid: Single: \$62.18 Dual: \$133.72 Family: \$156.94	ER Paid: Single: \$62.18 Dual: \$133.72 Family: \$156.94
<i>VISION BENEFITS</i>	\$18.61/mo for employee and eligible dependents; ER paid	\$18.61/mo for employee and eligible dependents; ER paid	\$18.61/mo for employee and eligible dependents; ER paid	\$18.61/mo for employee and eligible dependents; ER paid	\$18.61/mo for employee and eligible dependents; ER paid
<i>LIFE INSURANCE & AD&D</i> Provider - The Standard	\$40,000 benefit Life: \$.184/\$1000 AD&D: \$.045/\$1000 ER paid	\$40,000 benefit Life: \$.184/\$1000 AD&D: \$.045/\$1000 ER paid	\$40,000 benefit Life: \$.184/\$1000 AD&D: \$.045/\$1000 ER paid	\$40,000 benefit Life: \$.184/\$1000 AD&D: \$.045/\$1000 ER paid	\$40,000 benefit Life: \$.184/\$1000 AD&D: \$.045/\$1000 ER paid
<i>LONG TERM/SHORT TERM DISABILITY</i> Non-safety - The Standard PPEA - PORAC Fire - Cal Assoc. of Professional Firefighters	\$1.137/\$100 of salary for first \$3000 in salary; ER paid	\$29.70/Sworn EE / @21.50/Non-Sworn; ER paid (eff. 02/2017)	\$24.50/EE; ER paid (Eff. 2/1/16)	\$1.137/\$100 of salary for first \$3000 in salary; ER paid	\$1.137/\$100 of salary for first \$3000 in salary; ER paid
<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>	EE may cash out 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

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<p><i>RETIREMENT BENEFITS</i> Benefit plan based on CalPERS membership status at time of hire: "New" member or "Classic" member (as defined by CalPERS.) (CalPERS typically updates the contribution rates each fiscal year.)</p>	<p>Miscellaneous EEs -- same benefit as AFSCME.</p> <p>Safety EEs -- same benefit as PORAC and IAFF.</p>	<p>Classic: 3% @ 55 plan; single highest year. Total paid by ER: 52%*. Total paid by EE: 20%*. * EE pays 9% EE share + 11% of ER share. New: 2.7% @ 57 plan; 3-year final compensation. ER and EE each pay 12%.</p>	<p>Classic: 3% @ 55 plan; single highest year. Total paid by ER: 52%*. Total paid by EE: 20%*. * EE pays 9% EE share + 11% of ER share. New: 2.7% @ 57 plan; 3-year final compensation. ER and EE each pay 12%.</p>	<p>Classic: 2.5% @ 55 plan; single highest year. Total paid by ER: 35.11%*. Total paid by EE: 16%*. * EE pays 8% EE share + 8% of ER share. New: 2% @ 62 plan; 3-year final compensation. ER and EE each pay 6.75%.</p>	<p>Classic: 2.5% @ 55 plan; single highest year. Total paid by ER: 35.11%*. Total paid by EE: 16%*. * EE pays 8% EE share + 8% of ER share. New: 2% @ 62 plan; 3-year final compensation. ER and EE each pay 6.75%.</p>
<p><i>RETIREE MEDICAL BENEFITS</i> The PERS health coverage may be carried into retirement.</p>	<p>Employees hired prior to 9/1/10: The City either provides a contribution up to the current year's Kaiser family premium, or provides the same premium contribution as offered to current active employees.</p> <p>Employees hired after 9/1/10: The City provides premium contribution pursuant to the PERS Vesting Schedule.</p>	<p>Employees hired prior to 9/1/10: The City provides identical benefits offered to current active employees, including premium contribution with an annual opportunity to Opt In to the PERS Vesting Schedule.</p> <p>Employees hired after 9/1/10: The City provides premium contribution pursuant to the PERS Vesting Schedule.</p>	<p>Employees hired prior to 9/1/10: The City provides identical benefits offered to current active employees, including premium contribution with an annual opportunity to Opt In to the PERS Vesting Schedule.</p> <p>Employees hired after 9/1/10: The City provides premium contribution pursuant to the PERS Vesting Schedule.</p>	<p>Employees hired prior to 9/1/10: The City provides identical benefits offered to current active employees, including premium contribution with an annual opportunity to Opt In to the PERS Vesting Schedule.</p> <p>Employees hired after 9/1/10: The City provides premium contribution pursuant to the PERS Vesting Schedule.</p>	<p>Employees hired prior to 9/1/10: The City provides identical benefits offered to current active employees, including premium contribution with an annual opportunity to Opt In to the PERS Vesting Schedule.</p> <p>Employees hired after 9/1/10: The City provides premium contribution pursuant to the PERS Vesting Schedule.</p>
<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 each pay 1.45% of salary.	ER & EE each pay 1.45% of salary.	ER & EE each pay 1.45% of salary.	ER & EE each pay 1.45% of salary.	ER & EE each pay 1.45% of salary.
<i>SICK LEAVE - ACCRUAL</i>	8 hours per month (up to 10 days/yr may be used for family care).	8 hours per month (family care per Labor Code 233).	18.75 hours per month (family care per Labor Code 233).	8 hours per month (up to 10 days/yr may be used for family care).	8 hours per month (up to 10 days/yr may be used for family care).
<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.

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<i>ADMINISTRATIVE LEAVE</i>	<u>Dept Managers</u> - 12 days per year. Unused balance up to 64 hours may be cashed out. <u>Mid-Managers</u> - 7.5 days per year. Unused balance up to 40 hours may be cashed out. Unused balance at end of the year is cashed out. <u>Unrep/Non-Management</u> - None.	None.	None.	None.	None.
<i>HOLIDAYS & HOLIDAY PAY</i>	11 observed holidays + 12 hours floating holiday.	<u>Sworn</u> : 1.3% holiday pay in lieu of 11 holidays + 11 hours of floating; <u>Non-sworn</u> : 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>	<u>Chief of Police</u> : same as PPEA <u>WWTP and PW Managers</u> : \$200/year <u>Fire Chief & Battalion Chief</u> : same as IAFF	Refer to the MOU	Refer to the MOU	Refer to the MOU	Refer to the MOU
<i>SAFETY EQUIPMENT ALLOWANCE</i>	<u>Chief of Police & Lieutenant</u> : same as PPEA	Refer to the MOU	Refer to the MOU	Refer to the MOU	Refer to the MOU
<i>SHIFT DIFFERENTIAL</i>	None.	Refer to the MOU	Refer to the MOU	Refer to the MOU	Refer to the MOU
<i>STANDBY PAY</i>	None.	Refer to the MOU	Refer to the MOU	Refer to the MOU	Refer to the MOU
<i>BEEPER PAY</i>	None.	Refer to the MOU	Refer to the MOU	Refer to the MOU	Refer to the MOU
<i>CALL BACK PAY</i>	None.	Refer to the MOU	Refer to the MOU	Refer to the MOU	Refer to the MOU
<i>OFF DUTY COURT TIME</i>	None.	Refer to the MOU	Refer to the MOU	Refer to the MOU	Refer to the MOU
<i>DEGREE PAY</i> <i>(paid for degrees above classification requirements; only one incentive per eligible EE--this benefit is not compounded)</i>	Unrep/non-management - receive same as AFSCME.	Refer to the MOU	Refer to the MOU	Refer to the MOU	Refer to the MOU
<i>EDUCATION INCENTIVE</i> <i>(employees eligible following one year of service)</i>	Unrep/non-management - Receive same as AFSCME.	Refer to the MOU	Refer to the MOU	Refer to the MOU	Refer to the MOU

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<i>ACTING PAY - WORKING IN HIGHER CLASSIFICATION</i>	Unrep/non-management - receive same as AFSCME.	Refer to the MOU	Refer to the MOU	Refer to the MOU	Refer to the MOU
<i>MEAL ALLOWANCE</i>	None.	Refer to the MOU	Refer to the MOU	Refer to the MOU	Refer to the MOU
<i>BILINGUAL PAY</i>	<i>Unrepresented and Non-Management</i> receive same as AFSCME.	Refer to the MOU	Refer to the MOU	Refer to the MOU	Refer to the MOU

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