

**CITY OF MOUNTAIN VIEW
FISCAL YEAR 2016-17—COMPARISON OF BENEFITS BY ASSOCIATION GROUPS
EFFECTIVE JULY 1, 2016**

BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
MOU TERM	07/01/15 – 06/30/17	07/01/12 – 06/30/15 Extended through 6/30/17	07/01/15 – 06/30/17	07/01/15 – 06/30/17	Council Resolution covering 07/01/15 – 06/30/17	Council Resolution covering 07/01/15 – 06/30/17	Council Resolution covering 07/01/15 – 06/30/17	Council Resolution covering 07/01/15 – 06/30/17
COLA/EQUITY⁽¹⁾ *	<p style="text-align: center;"><u>Sworn</u></p> FY 09-10 3.2% / 1.0% FY 10-11 0% FY 11-12 0% FY 12-13 0% FY 13-14 3.2% FY 14-15 2% FY 15-16 4% FY 16-17 2% ⁽⁴⁾ <p style="text-align: center;"><u>Nonsworn</u></p> FY 09-10 3.2% FY 10-11 0% FY 11-12 0% FY 12-13 0% FY 13-14 2.2% FY 14-15 2% FY 15-16 4% ⁽³⁾ FY 16-17 2% ⁽³⁾⁽⁴⁾	FY 09-10 4.5% FY 10-11 3.2% FY 11-12 0% FY 12-13 0% FY 13-14 0% FY 14-15 2% FY 15-16 2% FY 16-17 2% ⁽⁴⁾	FY 09-10 2.0% + three 8-hr. days off FY 10-11 1.2% and two unpaid furlough days off + three 8-hr. days off FY 11-12 0% and one unpaid furlough day off + two 8-hr. days off FY 12-13 0% ⁽²⁾ FY 13-14 2% FY 14-15 2% FY 15-16 4% ⁽³⁾ FY 16-17 2% ⁽³⁾⁽⁴⁾	FY 09-10 3.2% FY 10-11 0% + three 8-hr. days off FY 11-12 0% + two 8-hr. days off FY 12-13 0% ⁽²⁾ FY 13-14 2% FY 14-15 2% FY 15-16 4% ⁽³⁾ FY 16-17 2% ⁽³⁾⁽⁴⁾	<p style="text-align: center;"><u>Police Lieutenants and Captains</u></p> FY 09-10 4.7% FY 10-11 0% FY 09-10 4.7% FY 10-11 0% + three paid days off FY 11-12 0% + two 8-hr. days off FY 12-13 0% FY 13-14 3.2% FY 14-15 2% FY 15-16 4% ⁽³⁾ FY 16-17 2% ⁽³⁾⁽⁴⁾ <p style="text-align: center;"><u>Battalion Chiefs</u></p> FY 11-12 0% + one paid 24-hr. shift off	FY 09-10 4.7% FY 10-11 0% FY 11-12 0% + two 8-hr. days off FY 12-13 0% FY 13-14 3.2% FY 14-15 2% FY 15-16 4% ⁽³⁾ FY 16-17 2% ⁽³⁾⁽⁴⁾ <p style="text-align: center;"><u>Battalion Chiefs</u></p> FY 11-12 0% + one paid 24-hr. shift off	FY 09-10 2.0% + three 8-hr. days off FY 10-11 1.2% + three 8-hr. days off FY 11-12 0% + two 8-hr. days off FY 12-13 0% ⁽²⁾ FY 13-14 2% FY 14-15 2% FY 15-16 4% ⁽³⁾ FY 16-17 2% ⁽³⁾⁽⁴⁾	<p style="text-align: center;"><u>Department Heads</u></p> FY 09-10 0% FY 10-11 0% + three 8-hr. days off FY 11-12 0% + two 8-hr. days off FY 12-13 0% ⁽²⁾ FY 13-14 2% FY 14-15 2% FY 15-16 4% ⁽³⁾ FY 16-17 2% ⁽³⁾⁽⁴⁾ <p style="text-align: center;"><u>Safety Department Heads</u></p> FY 12-13 0% FY 13-14 3.2% FY 14-15 2% FY 15-16 4% ⁽³⁾ FY 16-17 2% ⁽³⁾⁽⁴⁾

* For footnotes, see Page 2.

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
COLA/EQUITY (continued)								<u>City Attorney</u> FY 13-14 2% + 3% merit FY 14-15 2% + 2% merit FY 15-16 4% + 2% merit ⁽³⁾⁽⁴⁾ FY 16-17 2% COLA ⁽³⁾⁽⁵⁾ <u>City Clerk</u> FY 12-13 3% FY 13-14 2% + 2% merit FY 14-15 2% + 2% merit FY 15-16 4% + 2% merit ⁽³⁾⁽⁴⁾ FY 16-17 2% COLA ⁽³⁾⁽⁵⁾ <u>City Manager</u> FY 13-14 2% + 2% merit FY 14-15 2% + 2% merit FY 15-16 4% + 1% merit ⁽³⁾ FY 16-17 2% COLA ⁽³⁾⁽⁵⁾
AUTO	N/A	N/A	N/A	N/A	<u>Police Captains</u> Allowed to drive their assigned vehicles to and from work.	N/A	N/A	<u>Police Chief and Fire Chief</u> Provided with a vehicle for work and personal use.

(1) PERS Employer rate and cost-share information is found under the “Public Employees Retirement System (PERS)” listed below. COLA and Equity adjustments for FY 16-17 effective June 19, 2016.

(2) Received a one-time 1.0% lump sum (of annual base salary) payment for FY 12-13.

(3) For FY 15-16 and FY 16-17, employees covered under the MOU or resolution as of July 1 each year receive a leave bank of 21 leave hours (equivalent to approximately 1%) to be used or cashed out annually.

(4) Received 40 hours of additional leave, one time, to be used by December 31, 2017; hours may not be cashed out and will lapse if not taken.

(5) For FY 16-17, all employees received a one-time lump sum bonus granted by Council.

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BEREAVEMENT LEAVE	<p>3 consecutive days for each instance of death of an immediate family member: spouse, father, mother, sister, brother, children, stepchildren, mother-in-law, father-in-law, grandparents, grandchildren, or registered domestic partner.</p> <p>One additional day granted if out-of-State (or in excess of 300-mile radius, one way) travel required.</p>	<p>3 consecutive calendar days for each instance of death of an immediate family member: spouse, father, mother, sister, brother, children, stepchildren, mother-in-law, father-in-law, grandparents, grandchildren, or registered domestic partner.</p> <p>(2 shifts for Suppression personnel)</p>	<p>3 days (24 hours total) for each instance of death of an immediate family member: spouse, father, mother, sister, brother, children, stepchildren, mother-in-law, father-in-law, grandparents, grandchildren, or registered domestic partner.</p> <p>One additional day granted if out-of-State (or in excess of 300-mile radius, one way) travel required.</p>	<p>3 consecutive days (24 hours total) for each instance of death of an immediate family member: spouse, son, daughter, brother, sister, mother, father, stepchildren, grandparents, mother-in-law, father-in-law, grandchildren, and domestic partner.</p> <p>One additional day granted if out-of-State (or in excess of 300-mile radius, one way) travel required.</p>	<p>3 consecutive days (24 hours total) for each instance of death of an immediate family member: spouse, son, daughter, brother, sister, mother, father, stepchildren, grandparents, mother-in-law, father-in-law, grandchildren, and domestic partner.</p> <p>One additional day granted if out-of-State (or in excess of 300-mile radius, one way) travel required.</p>	<p>3 consecutive days (24 hours total) for each instance of death of an immediate family member: spouse, son, daughter, brother, sister, mother, father, stepchildren, grandparents, mother-in-law, father-in-law, grandchildren, and domestic partner.</p> <p><u>Shift BCs</u> 3 consecutive shifts (72 hours)</p> <p>One additional day granted if out-of-State (or in excess of 300-mile radius, one way) travel required.</p>	<p>3 consecutive days (24 hours total) for each instance of death of an immediate family member: spouse, son, daughter, brother, sister, mother, father, stepchildren, grandparents, mother-in-law, father-in-law, grandchildren, and domestic partner.</p> <p>One additional day granted if out-of-State (or in excess of 300-mile radius, one way) travel required.</p>	<p>3 consecutive days (24 hours total) for each instance of death of an immediate family member: spouse, son, daughter, brother, sister, mother, father, stepchildren, grandparents, mother-in-law, father-in-law, grandchildren, and domestic partner.</p> <p>One additional day granted if out-of-State (or in excess of 300-mile radius, one way) travel required.</p>

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CAREER INCENTIVE and CERTIFICATION RECOGNITION PROGRAM	<u>Sworn</u> Intermediate and AA/AS degree: 5.0% of biweekly salary. Advanced and BA/BS degree: 7.5% of biweekly salary. POST Intermediate: \$325/mo. POST Advanced: \$440/mo. (effective 07/07) <u>Nonsworn</u> N/A	1. Basic = \$175/mo. 2. Intermediate = \$325/mo. 3. Intermediate + AA/AS degree = \$400/mo. 4. Advanced = \$440/mo. 5. Advanced + BA/BS = \$600/mo. (maximum allowable \$600/mo.) At each level, employees are required to acquire and maintain a minimum number of education/training points as well as agree to work in the next higher rank when assigned. (effective 07/07)	\$35/mo. for each certification above minimum class specification requirements. Up to \$140/mo. for 4 or more certifications above minimum class specification requirements.	N/A	<u>Lieutenants and Captains</u> Tier 1 = \$490/mo. Tier 2 = \$640/mo. Tier 3 = \$785/mo. (effective 07/08) Additional leadership courses can be used to requalify for Tier 3 upon approval by Police Chief. Each tier requires completing higher level degree and management-related courses.	<u>Battalion Chiefs and Deputy Fire Chief⁽¹⁾</u> 1. Basic = \$490/mo. 2. Intermediate = \$640/mo. 3. Advanced = \$785/mo. (Advanced level adds a recertification requirement of 40 hours external training or 3 college units every 2 years.) (effective 07/07) Employees appointed to the position of Deputy Fire Chief or Battalion Chief after June 21, 2015: 1. Basic = \$400/mo. 2. Intermediate = \$475/mo. 3. Advanced = \$600/mo. (Advanced level adds a recertification requirement of 40 hours external training or 3 college units every 2 years.)	N/A	N/A

⁽¹⁾ Career incentive pay is based on a combination of training, education and fire service experience.

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CAREER INCENTIVE and CERTIFICATION RECOGNITION PROGRAM (continued)					<p>Tier 1: POST management course. Tier 2: Masters or POST management certificate plus one from the list below. Tier 3: Masters plus POST management certificate plus one from the list below.</p> <ul style="list-style-type: none"> • POST Command College • FBI National Academy • Senior Management Institute for Police (PERF) • Los Angeles Police Department Leadership Program (formerly West Point Leadership Academy) <p>Tier 3 requires requalification every two years—40 hours of outside training courses or three approved college units.</p>			

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CELL PHONE ALLOWANCE	<u>Police Officer:</u> \$10/mo. in lieu of City-issued cell phone. <u>Police Sergeant:</u> \$35/mo. in lieu of City-issued cell phone.	<u>Deputy Fire Marshal:</u> \$10/mo. in lieu of City-issued cell phone.	\$10/mo. in lieu of City-issued cell phone for eligible classifications as identified in AI 2-7.	\$10/mo. in lieu of City-issued cell phone for eligible classifications as identified in AI 2-7.	\$35/mo. in lieu of City-issued cell phone.	\$35/mo. in lieu of City-issued cell phone.	<u>Assistant Finance and Administrative Services Director:</u> \$35/mo. in lieu of City-issued cell phone.	<u>Council Appointees</u> \$50/month Effective 11/8/2015 <u>Department Heads</u> \$35/mo. in lieu of City-issued cell phone. <u>City Council</u> \$50/month reimbursement
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COMP TIME ACCRUAL CAPS AND USAGE CAP	<u>Sworn and Nonsworn</u> 80-hour accrual cap. Usage Cap: N/A	<u>Deputy Fire Marshal</u> 80-hour accrual cap. All Others: N/A Usage Cap: N/A	120-hour accrual cap. (effective 07/01/06) Max Annual Usage: 120 hours/year. ⁽¹⁾	80-hour accrual cap. Max annual usage: 80 hours/year. ⁽¹⁾	N/A	80-hour accrual cap. Max annual usage: 80 hours/year. ⁽¹⁾	80-hour accrual cap. Max annual usage: 80 hours/year. ⁽¹⁾	N/A
COMP TIME CASH-OUT Prorated for regular part-time employees.	<u>Sworn</u> Once per year: Max = 80 hours <u>Nonsworn</u> Once per year: Max = 80 hours	N/A	Once per year: Max = 40 hours	Once per year: Max = 80 hours	N/A	Once per year: Max = 40 hours	Once per year: Max = 40 hours	N/A
DEFERRED COMPENSATION	Can enroll in Deferred Compensation. No agency matching.	Can enroll in Deferred Compensation. No agency matching.	Can enroll in Deferred Compensation. No agency matching.	Can enroll in Deferred Compensation. No agency matching.	Can enroll in Deferred Compensation. No agency matching.	Can enroll in Deferred Compensation. No agency matching.	Can enroll in Deferred Compensation. No agency matching.	Can enroll in Deferred Compensation. No Agency Matching. <u>City Manager</u> 2% agency contribution
DENTAL INSURANCE PROGRAM Standard (Rates effective 01/01/16–12/31/16)	City pays \$224.76/mo. max.	City pays \$224.76/mo. max.	City pays \$224.76/mo. max.	City pays \$224.76/mo. max.	City pays \$224.76/mo. max.	City pays \$224.76/mo. max.	City pays \$224.76/mo. max.	City pays \$224.76/mo. max.

⁽¹⁾ Requests to use comp time in excess of caps may be approved by City, or City may pay as if employee had originally selected pay rather than PTO. Comp time is only applicable to nonexempt employees.

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DOMESTIC PARTNER BENEFITS	Yes ⁽¹⁾ Includes bereavement leave, health insurance (vision and sick leave), dental insurance, FMLA; extended to employees in domestic partner relationships; must file declaration of domestic partner with State of California.	Yes ⁽¹⁾ Includes bereavement leave, health insurance (vision and sick leave), dental insurance, FMLA; extended to employees in domestic partner relationships; must file declaration of domestic partner with State of California.	Yes ⁽¹⁾ Includes bereavement leave, health insurance (vision and sick leave), dental insurance, FMLA; extended to employees in domestic partner relationships; must file declaration of domestic partner with State of California.	Yes ⁽¹⁾ Includes bereavement leave, health insurance (vision and sick leave), dental insurance, FMLA; extended to employees in domestic partner relationships; must file declaration of domestic partner with State of California.	Yes ⁽¹⁾ Includes bereavement leave, health insurance (vision and sick leave), dental insurance, FMLA; extended to employees in domestic partner relationships; must file declaration of domestic partner with State of California.	Yes ⁽¹⁾ Includes bereavement leave, health insurance (vision and sick leave), dental insurance, FMLA; extended to employees in domestic partner relationships; must file declaration of domestic partner with State of California.	Yes ⁽¹⁾ Includes bereavement leave, health insurance (vision and sick leave), dental insurance, FMLA; extended to employees in domestic partner relationships; must file declaration of domestic partner with State of California.	Yes ⁽¹⁾ Includes bereavement leave, health insurance (vision and sick leave), dental insurance, FMLA; extended to employees in domestic partner relationships; must file declaration of domestic partner with State of California.
EMPLOYEE ASSISTANCE PROGRAM OptumHealth (effective 08/01/12-12/31/16)	<ul style="list-style-type: none"> • 5 visits per year per family member per incident. • Free 30-minute legal consultation. City pays \$2.77 per employee/mo.	<ul style="list-style-type: none"> • 5 visits per year per family member per incident. • Free 30-minute legal consultation. City pays \$2.77 per employee/mo.	<ul style="list-style-type: none"> • 5 visits per year per family member per incident. • Free 30-minute legal consultation. City pays \$2.77 per employee/mo.	<ul style="list-style-type: none"> • 5 visits per year per family member per incident. • Free 30-minute legal consultation. City pays \$2.77 per employee/mo.	<ul style="list-style-type: none"> • 5 visits per year per family member per incident. • Free 30-minute legal consultation. City pays \$2.77 per employee/mo.	<ul style="list-style-type: none"> • 5 visits per year per family member per incident. • Free 30-minute legal consultation. City pays \$2.77 per employee/mo.	<ul style="list-style-type: none"> • 5 visits per year per family member per incident. • Free 30-minute legal consultation. City pays \$2.77 per employee/mo.	<ul style="list-style-type: none"> • 5 visits per year per family member per incident. • Free 30-minute legal consultation. City pays \$2.77 per employee/mo.

⁽¹⁾ Domestic partner benefits are for same gender and heterosexual relationships as certified by the State of California.

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FLEXIBLE BENEFIT PLAN	<p><u>Sworn</u> Employee may elect pretax deductions for medical, dependent care reimbursement, and transportation through the City's Flexible Benefit Plan:</p> <p>\$1,000 annual max. medical reimbursement</p> <p>\$5,000 annual max. dependent care reimbursement (effective 05/01/00).</p> <p>\$125/mo. mass transit and \$240/mo. parking transportation reimbursement (effective 07/01/12).</p> <p><u>Nonsworn</u> City will contribute \$150 for calendar year 2016 and \$300 for calendar year 2017 into employee's medical FSA. Employee may elect pretax deductions for medical, dependent care reimbursement, and transportation in addition to City contribution, not to exceed limits outlined above for sworn personnel.</p>	<p>Employee may elect pretax deductions for medical, dependent care reimbursement, and transportation through the City's Flexible Benefit Plan:</p> <p>\$1,000 annual max. medical reimbursement</p> <p>\$5,000 annual max. dependent care reimbursement (effective 01/01/99).</p> <p>\$125/mo. mass transit and \$240/mo. parking transportation reimbursement (effective 07/01/12).</p>	<p>City will contribute \$150 per calendar year to each employee's medical FSA (effective 07/01/11). Employee may elect pretax deductions for medical, dependent care reimbursement, and transportation in addition to City contribution, not to exceed:</p> <p>\$2,500 annual max. medical reimbursement. (effective 01/01/12)</p> <p>\$5,000 annual max. dependent care reimbursement (effective 01/01/04).</p> <p>\$125/mo. mass transit and \$240/mo. parking transportation reimbursement (effective 07/01/12).</p>	<p>City will contribute \$150 per calendar year to each employee's medical FSA (effective 07/01/11). Employee may elect pretax deductions for medical, dependent care reimbursement, and transportation in addition to City contribution, not to exceed:</p> <p>\$2,500 annual max. medical reimbursement. (effective 01/01/12)</p> <p>\$5,000 annual max. dependent care reimbursement (effective 01/01/02).</p> <p>\$125/mo. mass transit and \$240/mo. parking transportation reimbursement (effective 07/01/12).</p>	<p>City will contribute \$150 per calendar year to each employee's medical FSA (effective 07/01/11). Employee may elect pretax deductions for medical, dependent care reimbursement, and transportation in addition to City contribution, not to exceed:</p> <p>\$2,500 annual max. medical reimbursement. (effective 01/01/12)</p> <p>\$5,000 annual max. dependent care reimbursement (effective 01/01/07).</p> <p>\$125/mo. mass transit and \$240/mo. parking transportation reimbursement (effective 07/01/12).</p>	<p>City will contribute \$150 per calendar year to each employee's medical FSA (effective 07/01/11). Employee may elect pretax deductions for medical, dependent care reimbursement, and transportation in addition to City contribution, not to exceed:</p> <p>\$2,500 annual max. medical reimbursement. (effective 01/01/12)</p> <p>\$5,000 annual max. dependent care reimbursement (effective 01/01/07).</p> <p>\$125/mo. mass transit and \$240/mo. parking transportation reimbursement (effective 07/01/12).</p>	<p>City will contribute \$150 per calendar year to each employee's medical FSA (effective 07/01/11). Employee may elect pretax deductions for medical, dependent care reimbursement, and transportation in addition to City contribution, not to exceed:</p> <p>\$2,500 annual max. medical reimbursement. (effective 01/01/12)</p> <p>\$5,000 annual max. dependent care reimbursement (effective 01/01/02).</p> <p>\$125/mo. mass transit and \$240/mo. parking transportation reimbursement (effective 07/01/12).</p>	<p>City will contribute \$150 per calendar year to each employee's medical FSA (effective 07/01/11). Employee may elect pretax deductions for medical, dependent care reimbursement, and transportation in addition to City contribution, not to exceed:</p> <p>\$2,500 annual max. medical reimbursement. (effective 01/01/12)</p> <p>\$5,000 annual max. dependent care reimbursement (effective 01/01/02).</p> <p>\$125/mo. mass transit and \$240/mo. parking transportation reimbursement (effective 07/01/12).</p>

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FLOATING HOLIDAY Prorated for regular part-time employees. Does not accumulate from year to year.	<u>Sworn</u> N/A <u>Nonsworn</u> 8 hours	<u>Suppression</u> 24 hours <u>DFM, TO, FPO</u> 10 or 8 hours depending on schedule.	8 hours	8 hours	N/A	8 hours <u>Shift Fire Managers</u> 24 hours	8 hours	8 hours
HEALTH INSURANCE <u>Misc/Nonsworn</u> Health Net (HMO/PPO/HSA) Kaiser (HMO/HSA) (Rates effective 01/01/16–12/31/16) <u>Sworn</u> CalPERS Medical (Rates effective 01/01/16-12/31/16)	<u>Nonsworn</u> City pays \$2,684.99 monthly max. <u>PT Employees</u> City pays \$1,094.27 monthly max. <u>Sworn</u> City pays \$2,285.41 monthly max.	City pays \$2,285.41 monthly max.	City pays \$2,684.99 monthly max. <u>PT Employees</u> City pays \$1,094.27 monthly max.	City pays \$2,684.99 monthly max. ⁽¹⁾ <u>PT Employees</u> City pays \$1,094.27 monthly max.	City pays \$2,285.41 monthly max.	City pays \$2,285.41 monthly max.	City pays \$2,684.99 monthly max. <u>PT Employees</u> City pays \$1,094.27 monthly max.	<u>Misc/Nonsworn</u> City pays \$2,684.99 monthly max. <u>Sworn</u> City pays \$2,285.41 monthly max.

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
HOLIDAY IN-LIEU	<p><u>Sworn</u> 5.5% holiday in-lieu pay.</p> <p><u>Nonsworn Holiday Pay</u> Holidays on normally scheduled days: Employee receives additional 8 hours pay (or comp. time) for holidays worked. 10-hour shift scheduled off will be paid 8 hours straight time and must use 2 hours vacation or comp time.</p> <p>Holidays on scheduled days off: Employee receives 8 hours straight pay or comp time.</p> <p>Prorated for regular part-time employees (effective 07/07).</p>	<p><u>Suppression (Includes Firefighter, Fire Engineer, Fire Captain, including HazMat)</u> 5.5% per pay period. (effective 07/07)</p> <p><u>Fire Prevention Bureau (Includes Deputy)</u> 5.5% with 4 holidays, or 11 holidays with no holiday in-lieu pay. (effective 07/07)</p>	<p><u>Dispatchers and Lead Dispatchers</u> 5.5% holiday in-lieu pay. (effective 07/15)</p>	N/A	<p><u>Police Shift Lieutenants</u> 5.5% holiday in-lieu pay.</p>	<p><u>Shift BCs</u> 5.5% holiday in-lieu pay. (effective 07/07)</p> <p><u>Nonshift BC</u> 5.5% + 4 holidays or 11 holidays. (effective 07/07)</p>	N/A	N/A
HOUSING ASSISTANCE	Up to \$100,000 home loan. (See policy for other variables—City Council Policy D-13.)	Up to \$100,000 home loan. (See policy for other variables—City Council Policy D-13.)	Up to \$100,000 home loan. (See policy for other variables—City Council Policy D-13.)	Up to \$100,000 home loan. (See policy for other variables—City Council Policy D-13.)	Up to \$100,000 home loan. (See policy for other variables—City Council Policy D-13.)	Up to \$100,000 home loan. (See policy for other variables—City Council Policy D-13.)	Up to \$100,000 home loan. (See policy for other variables—City Council Policy D-13.)	Up to \$1,000,000 home loan. (See policy for other variables—Administrative Instruction 3.20.)

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
LIFE INSURANCE AND AD&D (The Hartford) ⁽¹⁾ (Rates effective 08/01/11-12/31/16)	<u>Life</u> Choice of \$50,000 or five times annual salary, not to exceed \$600,000. ⁽²⁾ <u>AD&D</u> \$50,000 or five times, depending on contributing factors in the accidental death (see insurance policy). City-paid premium: Life-\$.085/\$1K AD&D-\$.025/\$1K Total-\$.11/\$1K Monthly maximum ⁽³⁾ premium is \$66. City pays \$0.11 per \$1,000 of monthly payroll.	<u>Life</u> Choice of \$50,000 or five times annual salary, not to exceed \$600,000. ⁽²⁾ <u>AD&D</u> \$50,000 or five times, depending on contributing factors in the accidental death (see insurance policy). City-paid premium: Life-\$.085/\$1K AD&D-\$.025/\$1K Total-\$.11/\$1K Monthly maximum ⁽³⁾ premium is \$66. City pays \$0.11 per \$1,000 of monthly payroll.	<u>Life</u> Choice of \$50,000 or five times annual salary, not to exceed \$600,000. ⁽²⁾ <u>AD&D</u> \$50,000 or five times, depending on contributing factors in the accidental death (see insurance policy). City-paid premium: Life-\$.085/\$1K AD&D-\$.025/\$1K Total-\$.11/\$1K Monthly maximum ⁽³⁾ premium is \$66. City pays \$0.11 per \$1,000 of monthly payroll.	<u>Life</u> Choice of \$50,000 or five times annual salary, not to exceed \$600,000. ⁽²⁾ <u>AD&D</u> \$50,000 or five times, depending on contributing factors in the accidental death (see insurance policy). City-paid premium: Life-\$.085/\$1K AD&D-\$.025/\$1K Total-\$.11/\$1K Monthly maximum ⁽³⁾ premium is \$66. City pays \$0.11 per \$1,000 of monthly payroll.	<u>Life</u> Choice of \$50,000 or five times annual salary, not to exceed \$600,000. ⁽²⁾ <u>AD&D</u> \$50,000 or five times, depending on contributing factors in the accidental death (see insurance policy). City-paid premium: Life-\$.085/\$1K AD&D-\$.025/\$1K Total-\$.11/\$1K Monthly maximum ⁽³⁾ premium is \$66. City pays \$0.11 per \$1,000 of monthly payroll.	<u>Life</u> Choice of \$50,000 or five times annual salary, not to exceed \$600,000. ⁽²⁾ <u>AD&D</u> \$50,000 or five times, depending on contributing factors in the accidental death (see insurance policy). City-paid premium: Life-\$.085/\$1K AD&D-\$.025/\$1K Total-\$.11/\$1K Monthly maximum ⁽³⁾ premium is \$66. City pays \$0.11 per \$1,000 of monthly payroll.	<u>Life</u> Choice of \$50,000 or five times annual salary, not to exceed \$600,000. ⁽²⁾ <u>AD&D</u> \$50,000 or five times, depending on contributing factors in the accidental death (see insurance policy). City-paid premium: Life-\$.085/\$1K AD&D-\$.025/\$1K Total-\$.11/\$1K Monthly maximum ⁽³⁾ premium is \$66. City pays \$0.11 per \$1,000 of monthly payroll.	<u>Life</u> Choice of \$50,000 or five times annual salary, not to exceed \$600,000. ⁽²⁾ <u>AD&D</u> \$50,000 or five times, depending on contributing factors in the accidental death (see insurance policy). City-paid premium: Life-\$.085/\$1K AD&D-\$.025/\$1K Total-\$.11/\$1K Monthly maximum ⁽³⁾ premium is \$66. City pays \$0.11 per \$1,000 of monthly payroll.

⁽¹⁾ The Hartford offers life insurance portability upon separation/retirement at employee's own expense.

⁽²⁾ The cost of life insurance benefits in excess of \$50,000 is taxable to the employee.

⁽³⁾ Calculation: \$600,000 (max) ÷ 1,000 = 600 x .11 (rate) = \$66.

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
LONG-TERM AND SHORT-TERM DISABILITY (The Hartford) (08/01/13-12/31/16)	<p>Purchased a separate policy with a vendor selected by the POA.</p> <p>City contribution toward LTD benefits was converted to salary (1.06%) effective May 2000.</p> <p>The POA will select a LTD policy and the premium will be deducted from employee's salary.</p> <p><u>Police Assistants, Police Records Supervisor and Communications Supervisor</u></p> <p>City contribution toward LTD benefits was converted to salary (0.475%). (effective 12/07)</p>	<p>Separate carrier selected by MVFF. City pays \$35/month/safety employee to union. (effective 07/07)</p>	<p><u>Work-Related and Nonwork-Related</u>⁽¹⁾</p> <p>66-2/3% of monthly salary following 30-day waiting period from last day of work. LTD maximum benefit of \$5,000/month. STD maximum benefit of \$1,200/week. City pays \$0.333 per \$100.00 of monthly payroll for this benefit up to a maximum of \$25.275/month per employee.⁽²⁾</p> <p>Coverage prorated for regular part-time employees.</p> <p>Long-term disability plan also applies to work-related disabilities, consistent with other City employees.</p>	<p><u>Work-Related and Nonwork-Related</u>⁽¹⁾</p> <p>66-2/3% of monthly salary following 30-day waiting period from last day of work. LTD maximum benefit of \$5,000/month. STD maximum benefit of \$1,200/week. City pays \$0.333 per \$100.00 of monthly payroll for this benefit up to a maximum of \$25.275/month per employee.⁽²⁾</p> <p>Coverage prorated for regular part-time employees.</p> <p>Long-term disability plan also applies to work-related disabilities, consistent with other City employees.</p>	<p><u>Work-Related and Nonwork-Related</u>⁽¹⁾</p> <p>66-2/3% of monthly salary following 30-day waiting period from last day of work. LTD maximum benefit of \$5,000/month. STD maximum benefit of \$1,200/week. City pays \$0.333 per \$100.00 of monthly payroll for this benefit up to a maximum of \$25.275/month per employee.⁽²⁾</p> <p>Long-term disability plan also applies to work-related disabilities, consistent with other City employees.</p>	<p><u>Work-Related and Nonwork-Related</u>⁽¹⁾</p> <p>66-2/3% of monthly salary following 30-day waiting period from last day of work. LTD maximum benefit of \$5,000/month. STD maximum benefit of \$1,200/week. City pays \$0.333 per \$100.00 of monthly payroll for this benefit up to a maximum of \$25.275/month per employee.⁽²⁾</p> <p>Long-term disability plan also applies to work-related disabilities, consistent with other City employees.</p>	<p><u>Work-Related and Nonwork-Related</u>⁽¹⁾</p> <p>66-2/3% of monthly salary following 30-day waiting period from last day of work. LTD maximum benefit of \$5,000/month. STD maximum benefit of \$1,200/week. City pays \$0.333 per \$100.00 of monthly payroll for this benefit up to a maximum of \$25.275/month per employee.⁽²⁾</p> <p>Coverage prorated for regular part-time employees.</p> <p>Long-term disability plan also applies to work-related disabilities, consistent with other City employees.</p>	<p><u>Work-Related and Nonwork-Related</u>⁽¹⁾</p> <p>66-2/3% of monthly salary following 30-day waiting period from last day of work. LTD maximum benefit of \$5,000/month. STD maximum benefit of \$1,200/week. City pays \$0.333 per \$100.00 of monthly payroll for this benefit up to a maximum of \$25.275/month per employee.⁽²⁾</p> <p>Long-term disability plan also applies to work-related disabilities, consistent with other City employees.</p>

⁽¹⁾ LTD coverage applies to all active regular employees working at least 20 hours/week.

⁽²⁾ LTD calculation: (biweekly salary x 26)/12 = monthly salary. Monthly salary/100 x .233 = LTD rate. Maximum calculation: \$7,500/100 x .233 = \$17.475.
 STD calculation: (biweekly salary x 26)/12 = monthly salary. Monthly salary/100 x .10 = STD rate. Maximum calculation: \$7,800/100 x .10 = \$7.80.
 Combined monthly maximum: \$17.475 + \$7.80 = \$25.275.

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
MANAGEMENT LEAVE	N/A	N/A	N/A	<p>All full-time management employees receive 80 hours leave per fiscal year.</p> <p>Management leave payoff may be deposited into deferred compensation.</p> <p>Regular part-time employees not eligible.</p> <p>Prorated payoff for separating or retiring employees.</p>	<p>All full-time management employees receive 80 hours leave per fiscal year.</p> <p>Management leave payoff may be deposited into deferred compensation (effective 07/01/11).</p> <p>Prorated payoff for separating or retiring employees.</p>	<p>All full-time management employees, including nonshift BCs, receive 80 hours leave per fiscal year.</p> <p><u>Shift BCs</u> Receive 120 hours leave per fiscal year.</p> <p><u>Fire Professionals</u> Not eligible for management leave.</p> <p>Management leave payoff may be deposited into deferred compensation.</p> <p>Employee can elect cash-out or deposit to Deferred Comp account at the end of fiscal year if unused. Unrepresented, 07/01/00 Fire Management.</p> <p>Prorated payoff for separating or retiring employees.</p>	<p>All full-time management employees receive 80 hours leave per fiscal year.</p> <p>Management leave payoff may be deposited into deferred compensation.</p> <p>Regular part-time employees not eligible.</p> <p>Prorated payoff for separating or retiring employees.</p>	<p>All full-time management employees receive 80 hours leave per fiscal year.</p> <p>Management leave payoff may be deposited into deferred compensation.</p> <p>Prorated payoff for separating or retiring employees.</p>

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
MILEAGE REIMBURSEMENT	54¢/mile (effective 01/16)	54¢/mile (effective 01/16)	54¢/mile (effective 01/16)	54¢/mile (effective 01/16)	54¢/mile (effective 01/16)	54¢/mile (effective 01/16)	54¢/mile (effective 01/16)	54¢/mile (effective 01/16)
PERSONAL LEAVE Prorated for regular part-time employees.	<p><u>Sworn</u> 10 hours/calendar year (includes 12.5-hour shift).</p> <p><u>Nonsworn</u> 1 shift day/calendar yr.</p> <p>Reduces sick leave by number of hours used.⁽¹⁾</p> <p>Does <u>not</u> carry over from year to year.</p>	N/A	<p>20 hours/calendar year. Reduces sick leave by number of hours used.⁽¹⁾ (effective 07/01/11)</p> <p>Does <u>not</u> carry over from year to year.</p>	<p>2 days (16 hours)/calendar year. Reduces sick leave by number of hours used.⁽¹⁾ (effective 07/01/11)</p> <p>Does <u>not</u> carry over from year to year.</p>	<p>2 days (16 hours)/calendar year. Reduces sick leave by number of hours used.⁽¹⁾ (effective 07/01/11)</p> <p>Does <u>not</u> carry over from year to year.</p>	<p>1 day (8 hours)/calendar year. Reduces sick leave by number of hours used.⁽¹⁾ (effective 07/01/11)</p> <p>Does <u>not</u> carry over from year to year.</p>	<p>2 days (16 hours)/calendar year. Reduces sick leave by number of hours used.⁽¹⁾ (effective 07/01/11)</p> <p>Does <u>not</u> carry over from year to year.</p>	<p>2 days (16 hours)/calendar year. Reduces sick leave by number of hours used.⁽¹⁾ (effective 07/01/11)</p> <p>Does <u>not</u> carry over from year to year.</p>
PROFESSIONAL/ MANAGEMENT DEVELOPMENT FUNDS Prorated for regular part-time employees.	<p><u>Sworn</u> N/A</p> <p><u>Nonsworn</u> \$300 annually for eligible classifications.⁽²⁾ (effective 07/07)</p>	N/A	\$300 annually for Professional employees in eligible classifications.	\$300 annually for Professional employees. (effective 07/11/95) \$500 annually for management employees.	\$1,000 annually for Management employees. (effective 06/21/15)	\$800 annually for Professional employees. \$1,000 annually for Management employees. (effective 06/21/15)	\$800 annually for Professional employees. \$1,000 annually for Management employees. (effective 06/21/15)	\$1,000 annually for Management employees. (effective 06/21/15)

⁽¹⁾ Does not affect eligibility for sick leave incentive.

⁽²⁾ Professional development funds only apply to the Property and Evidence Specialist, Police Records Supervisor and the Communications Operations Supervisor.

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
PUBLIC EMPLOYEES RETIREMENT SYSTEM (PERS)	<u>Classic Members (Sworn)</u> 3.0% at 50 <u>Classic Members (Nonsworn)</u> 2.7% at 55 (effective 07/01/07) <u>New Members (Sworn)</u> 2.7% at 57 (effective 01/01/13) <u>New Members (Nonsworn)</u> 2.0% at 62 (effective 01/01/13)	<u>Classic Members</u> 3.0% at 50 <u>New Members</u> 2.7% at 57 (effective 01/01/13)	<u>Classic Members</u> 2.7% at 55 (effective 07/01/07) <u>New Members</u> 2.0% at 62 (effective 01/01/13)	<u>Classic Members</u> 2.7% at 55 (effective 07/01/07) <u>New Members</u> 2.0% at 62 (effective 01/01/13)	<u>Classic Members</u> 3.0% at 50 <u>New Members</u> 2.7% at 57 (effective 01/01/13)	<u>Classic Members</u> 3.0% at 50 <u>One HazMat Specialist</u> 3.0% at 50 <u>New Members</u> 2.7% at 57 (effective 01/01/13)	<u>Classic Members</u> 2.7% at 55 (effective 07/01/07) <u>New Members</u> 2.0% at 62 (effective 01/01/13)	<u>Classic Members</u> 2.7% at 55 (effective 07/01/07) <u>New Members</u> 2.0% at 62 (effective 01/01/13)
Employer PERS Rate (FY 16-17)	<u>Sworn</u> 38.643% <u>Nonsworn</u> 26.77%	38.643%	26.77%	26.77%	38.643%	38.643%	26.77%	<u>Nonsworn</u> 26.77% <u>Sworn</u> 38.643%

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES	
Employer-Paid PERS Rate *	<u>Sworn</u>	FY 07-08: 20.317%	FY 07-08: 14.047%	FY 07-08: 14.047%	FY 07-08: 20.317%	FY 07-08: 20.317%	FY 07-08: 14.047%	FY 07-08: 14.047%	
	FY 08-09: 20.317%	FY 08-09: 20.572%	FY 08-09: 12.155% ⁽²⁾	FY 08-09: 12.905% ⁽³⁾	FY 08-09: 20.572%	FY 08-09: 20.572%	FY 08-09: 12.905% ⁽⁴⁾	FY 08-09: 12.905% ⁽³⁾	
	FY 09-10: 20.572%	FY 09-10: 20.226%	FY 09-10: 11.259% ⁽²⁾	FY 09-10: 12.009% ⁽³⁾	FY 09-10: 17.684% ⁽⁶⁾	FY 09-10: 20.226%	FY 09-10: 12.009% ⁽⁴⁾	FY 09-10: 12.009% ⁽³⁾	
	FY 10-11: 20.384%	FY 10-11: 18.279% ⁽¹⁾	FY 10-11: 12.339% ⁽²⁾	FY 10-11: 13.089% ⁽³⁾	FY 10-11: 18.789% ⁽⁶⁾	FY 10-11: 21.479% ⁽⁹⁾	FY 10-11: 13.089% ⁽⁴⁾	FY 10-11: 13.089% ⁽³⁾	
	FY 11-12: 21.489% ⁽⁷⁾	FY 11-12: 23.033% ⁽¹⁾	FY 11-12: 16.664% ⁽²⁾	FY 11-12: 17.414% ⁽³⁾	FY 11-12: 25.671% ⁽⁶⁾	FY 11-12: 26.233% ⁽⁹⁾	FY 11-12: 17.414% ⁽⁴⁾	FY 11-12: 17.414% ⁽³⁾	
	FY 12-13: 26.451% ⁽⁷⁾	FY 12-13: 21.766% ⁽¹⁾	FY 12-13: 17.803% ⁽²⁾	FY 12-13: 18.553% ⁽³⁾	FY 12-13: 23.334% ⁽⁶⁾	FY 12-13: 23.766% ⁽⁹⁾	FY 12-13: 18.553% ⁽⁴⁾	FY 12-13: 18.553% ⁽³⁾	
	FY 13-14: 23.984% ⁽⁷⁾	FY 13-14: 24.323% ⁽¹⁾	FY 13-14: 18.474% ⁽²⁾	FY 13-14: 18.474% ⁽³⁾	FY 13-14: 23.891% ⁽⁶⁾	FY 13-14: 24.323% ⁽¹⁾	FY 13-14: 18.474% ⁽⁴⁾	FY 13-14: 18.474% ⁽³⁾	
	FY 14-15: 24.541% ⁽⁷⁾	FY 14-15: 27.023% ⁽¹⁾	FY 14-15: 19.87% ⁽²⁾	FY 14-15: 19.87% ⁽³⁾	FY 14-15: 26.591 ⁽⁶⁾	FY 14-15: 27.023% ⁽¹⁾	FY 14-15: 19.87% ⁽⁴⁾	FY 14-15: 19.87% ⁽³⁾	
	FY 15-16: 27.241% ⁽⁷⁾	FY 15-16: 26.524% ⁽¹⁾	FY 15-16: 21.692% ⁽²⁾	FY 15-16: 21.692% ⁽³⁾	FY 15-16: 28.092% ⁽⁶⁾	FY 15-16: 28.524% ⁽¹⁾	FY 15-16: 21.692% ⁽⁴⁾	FY 15-16: 21.692% ⁽³⁾	
	FY 16-17: 28.742% ⁽⁷⁾	FY 16-17: 32.277% ⁽¹⁾	FY 16-17: 23.27% ⁽²⁾	FY 16-17: 23.27% ⁽²⁾	FY 16-17: 31.845% ⁽⁶⁾	FY 16-17: 32.227% ⁽¹⁾	FY 16-17: 23.27% ⁽⁴⁾	FY 16-17: 23.27% ⁽³⁾	
	FY 16-17: 32.495% ⁽⁷⁾								
		<u>New Members</u>	<u>New Members</u>	<u>New Members</u>	<u>Police Chief</u>				
		FY 15-16: 29.742% ⁽⁷⁾	FY 14-15: 33.023% ⁽¹⁾	FY 15-16: 22.692% ⁽²⁾	FY 15-16: 22.692% ⁽³⁾	FY 15-16: 29.092% ⁽⁶⁾	FY 15-16: 29.524% ⁽¹⁾	FY 15-16: 22.692% ⁽⁴⁾	FY 08-09: 24.572%
		FY 16-17: 35.597% ⁽⁷⁾	FY 15-16: 32.524% ⁽¹⁾	FY 16-17: 24.27% ⁽²⁾	FY 16-17: 24.27% ⁽³⁾	FY 16-17: 32.845% ⁽⁶⁾	FY 16-17: 33.227% ⁽¹⁾	FY 16-17: 24.27% ⁽⁴⁾	FY 09-10: 24.185%
			FY 16-17: 36.277% ⁽¹⁾						FY 10-11: 25.637%
		<u>Nonsworn</u>					(includes one HazMat Specialist)		FY 11-12: 30.451% ⁽⁸⁾
		FY 07-08: 14.047%							FY 12-13: 27.984% ⁽⁸⁾
		FY 08-09: 14.905% ⁽⁵⁾							FY 13-14: 24.541% ⁽⁷⁾
		FY 09-10: 13.009% ⁽⁵⁾							FY 14-15: 27.241% ⁽⁷⁾
		FY 10-11: 14.089% ⁽⁵⁾							FY 15-16: 28.742% ⁽⁷⁾
		FY 11-12: 18.414% ⁽⁵⁾							FY 16-17: 32.495% ⁽⁷⁾
	FY 12-13: 19.553% ⁽⁵⁾								
	FY 13-14: 18.274% ⁽⁵⁾							<u>Fire Chief</u>	
	FY 14-15: 19.67% ⁽⁵⁾							FY 10-11: 21.479% ⁽⁹⁾	
	FY 15-16: 21.492% ⁽⁵⁾							FY 11-12: 26.233% ⁽⁹⁾	
	FY 16-17: 23.07% ⁽⁵⁾							FY 12-13: 23.766% ⁽⁹⁾	
	<u>New Members</u>							FY 13-14: 24.323% ⁽¹⁾	
	FY 15-16: 22.492% ⁽⁵⁾							FY 14-15: 27.023% ⁽¹⁾	
	FY 16-17: 24.07% ⁽⁵⁾							FY 15-16: 28.524% ⁽¹⁾	
								FY 16-17: 32.227% ⁽¹⁾	

* For footnote, see Page 18.

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES	
PERS Employee Share * Employee Rate + Cost Share (taken from salary)	<u>Sworn</u> FY 07-08: 13.0% FY 08-09: 13.0% FY 09-10: 12.959% ⁽⁷⁾ FY 10-11: 13.148% ⁽⁷⁾ FY 11-12: 13.148% ⁽⁷⁾ FY 12-13: 13.148% ⁽⁷⁾ FY 13-14: 15.148% ⁽⁷⁾ FY 14-15: 15.148% ⁽⁷⁾ FY 15-16: 15.148% ⁽⁷⁾ FY 16-17: 15.148% ⁽⁷⁾	FY 07-08: 13.0% FY 08-09: 13.0% FY 09-10: 13.117% ⁽¹⁾ FY 10-11: 16.358% ⁽¹⁾ FY 11-12: 16.566% ⁽¹⁾ FY 12-13: 15.366% ⁽¹⁾ FY 13-14: 15.366% ⁽¹⁾ FY 14-15: 15.366% ⁽¹⁾ FY 15-16: 17.366% ⁽¹⁾ FY 16-17: 17.366% ⁽¹⁾	FY 07-08: 10.0% ⁽²⁾ FY 08-09: 11.25% ⁽²⁾ FY 09-10: 11.25% ⁽²⁾ FY 10-11: 11.25% ⁽²⁾ FY 11-12: 11.25% ⁽²⁾ FY 12-13: 11.25% ⁽²⁾ FY 13-14: 11.5% ⁽²⁾ FY 14-15: 11.5% ⁽²⁾ FY 15-16: 11.5% ⁽²⁾ FY 16-17: 11.5% ⁽²⁾	FY 07-08: 10.0% ⁽³⁾ FY 08-09: 10.5% ⁽³⁾ FY 09-10: 10.5% ⁽³⁾ FY 10-11: 10.5% ⁽³⁾ FY 11-12: 10.5% ⁽³⁾ FY 12-13: 10.5% ⁽³⁾ FY 13-14: 11.5% ⁽³⁾ FY 14-15: 11.5% ⁽³⁾ FY 15-16: 11.5% ⁽³⁾ FY 16-17: 11.5% ⁽³⁾	FY 07-08: 10.0% ⁽³⁾ FY 08-09: 10.5% ⁽³⁾ FY 09-10: 10.5% ⁽³⁾ FY 10-11: 10.5% ⁽³⁾ FY 11-12: 10.5% ⁽³⁾ FY 12-13: 10.5% ⁽³⁾ FY 13-14: 11.5% ⁽³⁾ FY 14-15: 11.5% ⁽³⁾ FY 15-16: 11.5% ⁽³⁾ FY 16-17: 11.5% ⁽³⁾	FY 07-08: 13.0% FY 08-09: 13.0% FY 09-10: 15.659% ⁽⁶⁾ FY 10-11: 15.848% ⁽⁶⁾ FY 11-12: 13.928% ⁽⁶⁾ FY 12-13: 13.798% ⁽⁶⁾ FY 13-14: 15.798% ⁽⁶⁾ FY 14-15: 15.798% ⁽⁶⁾ FY 15-16: 15.798% ⁽⁶⁾ FY 16-17: 15.798% ⁽⁶⁾	FY 07-08: 13.0% FY 08-09: 13.0% FY 09-10: 13.117% ⁽¹⁾ FY 10-11: 13.158% ⁽⁹⁾ (includes one HazMat Specialist) FY 11-12: 13.366% ⁽⁹⁾ FY 12-13: 13.366% ⁽⁹⁾ FY 13-14: 15.366% ⁽⁹⁾ FY 14-15: 15.366% ⁽⁹⁾ FY 15-16: 15.366% ⁽¹⁾ FY 16-17: 15.366% ⁽¹⁾	FY 07-08: 10.0% ⁽⁴⁾ FY 08-09: 10.5% ⁽⁴⁾ FY 09-10: 10.5% ⁽⁴⁾ FY 10-11: 10.5% ⁽⁴⁾ FY 11-12: 10.5% ⁽⁴⁾ FY 12-13: 10.5% ⁽⁴⁾ FY 13-14: 11.5% ⁽⁴⁾ FY 14-15: 11.5% ⁽⁴⁾ FY 15-16: 11.5% ⁽⁴⁾ FY 16-17: 11.5% ⁽⁴⁾	FY 07-08: 10.0% ⁽³⁾ FY 08-09: 10.5% ⁽³⁾ FY 09-10: 10.5% ⁽³⁾ FY 10-11: 10.5% ⁽³⁾ FY 11-12: 10.5% ⁽³⁾ FY 12-13: 10.5% ⁽³⁾ FY 13-14: 11.5% ⁽³⁾ FY 14-15: 11.5% ⁽³⁾ FY 15-16: 11.5% ⁽³⁾ FY 16-17: 11.5% ⁽³⁾
	<u>New Members</u> FY 15-16: 14.148% ⁽⁷⁾ FY 16-17: 13.398% ⁽⁷⁾	<u>New Members</u> FY 14-15: 11.616% ⁽¹⁾ FY 15-16: 13.616% ⁽¹⁾ FY 16-17: 12.866% ⁽¹⁾	<u>New Members</u> FY 15-16: 10.5% ⁽²⁾ FY 16-17: 10.5% ⁽²⁾	<u>New Members</u> FY 15-16: 10.5% ⁽³⁾ FY 16-17: 10.5% ⁽³⁾	<u>New Members</u> FY 15-16: 14.798% ⁽⁶⁾ FY 16-17: 14.798% ⁽⁶⁾	<u>New Members</u> FY 15-16: 14.366% ⁽¹⁾ FY 16-17: 14.366% ⁽¹⁾	<u>New Members</u> FY 15-16: 10.5% ⁽⁴⁾ FY 16-17: 10.5% ⁽⁴⁾	<u>Police Chief</u> FY 08-09: 9.0% FY 09-10: 9.0% FY 10-11: 9.0% FY 11-12: 9.148% ⁽⁸⁾ FY 12-13: 9.148% ⁽⁸⁾ FY 13-14: 15.148% ⁽⁷⁾ FY 14-15: 15.148% ⁽⁷⁾ FY 15-16: 15.148% ⁽⁷⁾ FY 16-17: 15.148% ⁽⁷⁾	
	<u>Nonsworn</u> FY 07-08: 8.0% FY 08-09: 8.5% ⁽⁵⁾ FY 09-10: 9.5% ⁽⁵⁾ FY 10-11: 9.5% ⁽⁵⁾ FY 11-12: 9.5% ⁽⁵⁾ FY 12-13: 9.5% ⁽⁵⁾ FY 13-14: 11.7% ⁽⁵⁾ FY 14-15: 11.7% ⁽⁵⁾ FY 15-16: 11.7% ⁽⁵⁾ FY 16-17: 11.7% ⁽⁵⁾							<u>Fire Chief</u> FY 10-11: 13.158% ⁽⁹⁾ FY 11-12: 13.366% ⁽⁹⁾ FY 12-13: 13.366% ⁽⁹⁾ FY 13-14: 15.366% ⁽⁹⁾ FY 14-15: 15.366% ⁽⁹⁾ FY 15-16: 15.366% ⁽⁹⁾ FY 16-17: 15.366% ⁽⁹⁾	
	<u>New Members</u> FY 15-16: 10.7% ⁽⁵⁾ FY 16-17: 10.7% ⁽⁵⁾							<u>Council</u> FY 12-13: 6.25% ⁽¹⁰⁾ FY 13-14: 6.25% ⁽¹⁰⁾ FY 14-15: 6.25% ⁽¹⁰⁾ FY 15-16: 6.25% ⁽¹⁰⁾ FY 16-17: 6.25% ⁽¹⁰⁾	

* For footnote, see Page 18.

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- (1) Employees pay a cost share of 50.0% of the employer PERS rate between 16.268% and 28.268%, with a cap of 6.0%. Effective 07/10, employees agree to an additional 3.2% cost share to sunset 06/12. Effective 7/15, employees agree to an additional 2% cost share, with the exception of Fire Chief and Fire Managers and Professionals. The total PERS safety rate for FY 16-17 is 38.643%. Fire pays an enhanced PERS survivor benefit of 0.366%. Employer rate is 30.277% (38.643% - 8.0% - .366%). Employee rate is 17.366% (9.0% + 8.0% + 0.366%). All members also pay 1.2% OPEB Contribution not reflected in calculations. PEPRA members in the 2.7% at 57 formula pay half of the normal cost plus the cost of the survivor benefit and a cost share not to exceed 4% (10.50% + 0.366% + 2% = 12.866%).
- (2) Employees pay a cost share of 1.0% in FY 06-07, 1.0% in FY 07-08, 1.25% in FY 08-09, and additional 0.25% FY 13-14 and forward. Employer rate for FY 16-17 is 23.27% (26.77% - 3.50%). Employee rate is 11.50% (8.0% + 3.5%). PEPRA members in the 2% at 62 formula pay half of the normal cost plus a cost share to equal the total classic employee rate less 1% (6.25% + 4.25% = 10.50%).
- (3) Employees pay a cost share of 2.0% in FY 06-07, 0.5% in FY 08-09, and additional 1.0% in FY 13-14 and forward. Employer rate for FY 16-17 is 23.27% (26.77%-3.5%). Employee rate is 11.50% (8.0% + 3.5%). PEPRA members in the 2% at 62 formula pay half of the normal cost plus a cost share to equal the total classic employee rate less 1% (6.25% + 4.25% = 10.50%).
- (4) Employees pay a cost share of 1.0% in FY 06-07, 1.0% in FY 07-08, 0.5% in FY 08-09, and additional 1.0% FY 13-14 and forward. Employer rate for FY 16-17 is 23.27% (26.77% - 3.5%). Employee rate is 11.50% (8.0% + 3.5%). PEPRA members in the 2% at 62 formula pay half of the normal cost plus a cost share to equal the total classic employee rate less 1% (6.25% + 4.25% = 10.50%).
- (5) Employees pay a cost share of 0.5% in FY 08-09, 1.5% in FY 09-10, and additional 1.7% in FY 13-14 and forward. Employer rate for FY 16-17 is 23.07% (26.77%–3.7%). Employee rate is 11.70% (8.0% + 3.7%). PEPRA members in the 2% at 62 formula pay half of the normal cost plus a cost share to equal the total classic employee rate less 1% (6.25% + 4.45% = 10.70%).
- (6) Employees pay a cost share of 50.0% of the employer PERS rate above 16.268%, with a cap of 6.0%. Police pay an enhanced PERS survivor benefit of 0.148%. Employees agreed to an additional 2.7% cost share for FY 09-10 and FY 10-11 to sunset 06/11. Effective FY 11-12, employees agreed to cost share of 0.78% to sunset 06/12. Effective FY 12-13, employees agreed to a cost share of 0.65%. Employer rate for FY 16-17 is 31.845% (38.643% – 6.0% - 0.148% - 0.65%). Employee cost is 15.798% (9.0% + 6.0% + 0.148% + 0.65%). Members also pay 1.2% OPEB Contribution not reflected in calculations. PEPRA members in the 2.7% at 57 formula pay half of the normal cost plus a cost share to equal the total classic employee rate less 1% (10.50% + 3.548% = 14.798%).
- (7) Employees pay a cost share of 50.0% of the employer PERS rate above 16.268%, with a cap of 6.0%. The total PERS safety rate for FY 16-17 is 38.643%. Police pays an enhanced PERS survivor benefit of 0.148%. Employer rate is 32.495% (38.643% - 6.0% - 0.148%). Employee rate is 15.148% (9.0% + 6.0% + 0.148%). Members also pay 1.2% OPEB Contribution not reflected in calculations. PEPRA members in the 2.7% at 57 formula pay half of the normal cost plus the cost of the survivor benefit and a 2.75% cost share (10.50% + 2.75% + 0.148%= 13.398%).
- (8) Police Chief pays an enhanced PERS survivor benefit of 0.148% FY 10-11 through FY 12-13. Employee rate was 9.148% (9.0% + .148%). For current Police Chief rates see footnote 7.
- (9) Through FY 12-13, employees paid a cost share of 50.0% of the employer PERS rate between 16.268% and 24.268%, with a cap of 4.0%. Also paid an enhanced PERS survivor benefit of .366%. Employee rate was 13.366% (9.0% + 4.0% + .366%). The total PERS safety rate for FY 16-17 is 38.643%. Fire pays an enhanced PERS survivor benefit of 0.366%. Employer rate is 32.277% (38.643% - 6.0% - .366%). Employee rate is 15.366% (9.0% + 6.0% + 0.366%). All members also pay 1.2% OPEB Contribution not reflected in calculations. PEPRA members in pay half the normal cost plus a cost share to equal the total classic employee rate less 1%.
- (10) Effective 1/1/13, new Councilmembers must pay half the City's normal rate. For Councilmembers elected prior to 1/1/13, City pays their 8% employee share.

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES ⁽³⁾
PERS Additional Benefits	<ul style="list-style-type: none"> • 1 year final comp • Sick leave credit • Military service credit • 4th level 1959 survivor benefit (effective 10/10) • 2.0% annual COLA⁽¹⁾ • Prior service credit • Retiree death benefit • Preretirement Optional Settlement 2 Death Benefit (effective 10/10) 	<ul style="list-style-type: none"> • 1 year final comp • Sick leave credit • Military service credit • 4th level 1959 survivor benefit⁽²⁾ • 2.0% annual COLA⁽¹⁾ • Prior service credit • Retiree death benefit • Preretirement Optional Settlement 2 Death Benefit⁽²⁾ (effective 09/10) • Alternate Death Benefit for local Fire members⁽²⁾ (effective 09/10) 	<ul style="list-style-type: none"> • 1 year final comp • Sick leave credit • Military service credit • 3rd level 1959 survivor benefit • 2.0% annual COLA⁽¹⁾ • Prior service credit • Retiree death benefit 	<ul style="list-style-type: none"> • 1 year final comp • Sick leave credit • Military service credit • 3rd level 1959 survivor benefit • 2.0% annual COLA⁽¹⁾ • Prior service credit • Retiree death benefit 	<ul style="list-style-type: none"> • 1 year final comp • Sick leave credit • Military service credit • 4th level 1959 survivor benefit (effective 10/10) • 2.0% annual COLA⁽¹⁾ • Prior service credit • Retiree death benefit • Preretirement Optional Settlement 2 Death Benefit (effective 10/10) 	<ul style="list-style-type: none"> • 1 year final comp • Sick leave credit • Military service credit • 4th level 1959 survivor benefit⁽²⁾ • 2.0% annual COLA⁽¹⁾ • Prior service credit • Retiree death benefit • Preretirement Optional Settlement 2 Death Benefit⁽²⁾ (effective 09/10) • Alternate Death Benefit for local Fire members⁽²⁾ (effective 09/10) 	<ul style="list-style-type: none"> • 1 year final comp • Sick leave credit • Military service credit • 3rd level 1959 survivor benefit • 2.0% annual COLA⁽¹⁾ • Prior service credit • Retiree death benefit 	<ul style="list-style-type: none"> • 1 year final comp • Sick leave credit • Military service credit • 3rd level 1959 survivor benefit • 2.0% annual COLA⁽¹⁾ • Prior service credit • Retiree death benefit

⁽¹⁾ If the Consumer Price Index registers a lower rate of inflation, retirees could receive a lower percentage.

⁽²⁾ Police and Fire members have agreed to pay the full cost of PERS enhanced survivor benefits. (Fire cost is 0.366% and the Police cost is 0.148%).

⁽³⁾ Fire Chief same as Fire (Safety) and Police Chief same as Police Officers Association.

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
RETIREE HEALTH PROGRAM⁽¹⁾	<p>Sworn Employees must meet CalPERS eligibility requirements.</p> <p>Contributions Single coverage: City pays full premium, but not more than the premium for the:</p> <ul style="list-style-type: none"> • 3rd highest basic health-only premium available in the Bay Area for pre-Medicare retirees, or • average of the health-only premiums available in the Bay Area for Medicare-eligible retirees. <p>Dependent coverage: City pays 92% of the two-party or family premium rate, but not more than 92% of the two party or family rate for the:</p> <ul style="list-style-type: none"> • 3rd highest basic health-only premium available in the Bay Area for pre-Medicare retirees or • average of the health-only premiums available in the Bay Area for Medicare-eligible retirees. <p>POA pays a portion of premium for retiree's spouse.</p>	<p>Employees must meet CalPERS eligibility requirements.</p> <p>Contributions Single coverage: City pays full premium, but not more than the premium for the:</p> <ul style="list-style-type: none"> • 3rd highest basic health-only premium available in the Bay Area for pre-Medicare retirees, or • average of the health-only premiums available in the Bay Area for Medicare-eligible retirees. <p>Dependent coverage: City pays 92% of the two-party or family premium rate, but not more than 92% of the two party or family rate for the:</p> <ul style="list-style-type: none"> • 3rd highest basic health-only premium available in the Bay Area for pre-Medicare retirees or • average of the Bay Area for Medicare-eligible retirees/dependents. 	<p>Employees must have a CalPERS retirement with the City to be eligible.</p> <p>Vesting Employees hired prior to 09/01/89 must have 5 years of continuous service with the City. Employees hired on or after 09/01/89 must have 15 years of continuous service with the City.</p> <p>Effective 08/01/03, vesting period is waived for employees with a work-related disability retirement.</p> <p>Maintenance City Contribution Employees hired prior to 07/01/07, City pays 100% of the employee-only premium.</p>	<p>Employees must have a CalPERS retirement with City to be eligible.</p> <p>Vesting and Contributions Employees hired prior to 08/01/89 and retired on or after 03/01/93 are grandfathered for vesting (5 years) and must contribute 15.0%.</p> <p>Employees retiring on or after 01/01/97 pay: 50.0% 5<10 years, 35.0% 10<15 years, 15.0% >15 years of service of single coverage.</p> <p>Effective 08/01/03, the vesting period is waived for employees with a work-related disability retirement.</p> <p>Employees hired on/after 07/01/07 Employees can elect at time of hire and at 1 year to participate in either a defined benefit program or a defined contribution program.</p>	<p>Employees must meet CalPERS eligibility requirements.</p> <p>Contributions Single coverage: City pays full premium, but not more than the premium for the:</p> <ul style="list-style-type: none"> • 3rd highest basic health-only premium available in the Bay Area for pre-Medicare retirees, or • average of the health-only premiums available in the Bay Area for Medicare-eligible retirees. <p>Dependent coverage: City pays 92% of the two-party or family premium rate, but not more than 92% of the two party or family rate for the:</p> <ul style="list-style-type: none"> • 3rd highest basic health-only premium available in the Bay Area for pre-Medicare retirees or • average of the health-only premiums available in the Bay Area for Medicare eligible retirees/dependents. 	<p>Employees must meet CalPERS eligibility requirements.</p> <p>Contributions Single coverage: City pays full premium, but not more than the premium for the:</p> <ul style="list-style-type: none"> • 3rd highest basic health-only premium available in the Bay Area for pre-Medicare retirees, or • average of the health-only premiums available in the Bay Area for Medicare eligible retirees. <p>Dependent coverage: City pays 92% of the two-party or family premium rate, but not more than 92% of the two party or family rate for the:</p> <ul style="list-style-type: none"> • 3rd highest basic health-only premium available in the Bay Area for pre-Medicare retirees or • average of the health-only premiums available in the Bay Area for Medicare eligible retirees/dependents. 	<p>Employees must have a CalPERS retirement with City to be eligible.</p> <p>Vesting and Contributions Employees hired prior to 08/01/89 and retired on or after 03/01/93 are grandfathered for vesting (5 years) and must contribute 15.0%.</p> <p>Employees retiring on or after 01/01/97 pay the following percent of single coverage: 50.0% 5<10 years of service; 35.0% 10<15 years of service; 15.0% >15 years of service.</p> <p>Effective 08/01/03, the vesting period is waived for employees with a work-related disability retirement.</p> <p>Employees hired on/after 07/01/07 Employees can elect at time of hire and at 1 year to participate in either a defined benefit program or a defined contribution program.</p>	<p>Employees must have a CalPERS retirement with City to be eligible.</p> <p>Vesting and Contributions Employees hired prior to 08/01/89 and retired on or after 03/01/93 are grandfathered for vesting (5 years) and must contribute 15.0%.</p> <p>Employees retiring on or after 01/01/97 pay the following percent of single coverage: 50.0% 5<10 years of service; 35.0% 10<15 years of service; 15.0% >15 years of service.</p> <p>Effective 08/01/03, the vesting period is waived for employees with a work-related disability retirement.</p> <p>Employees hired on/after 07/01/07 Employees can elect at time of hire and at 1 year to participate in either a defined benefit program or a defined contribution program.</p>

⁽¹⁾ The retirees' health plan provides medical insurance (including vision and prescription coverage) for employees who retire from the City of Mountain View through CalPERS and meet eligibility requirements. For nonsworn employees, City contributions are for single coverage only. For more information, please refer to the "City of Mountain View Retiree Health Insurance Program."

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
RETIREE HEALTH PROGRAM⁽¹⁾ (continued)	<p><u>Nonsworn</u> Employees must have a CalPERS retirement with the City to be eligible.</p> <p><u>Vesting</u> Employees must have 5 years of service with the City if hired prior to 07/01/1990 and 15 years of service with the City as a regular employee if hired on or after 07/01/90.</p> <p>The vesting period is waived for employees with a work-related disability retirement.</p> <p><u>City Contribution</u> City pays full premium for employees retired prior to 07/01/92. For employees retiring on or after 07/01/92, City pays 85.0% of the retiree premium.</p> <p><u>Employees hired on/after 07/01/07</u> City pays a maximum of 85.0% of an HMO plan, single coverage.</p> <p>Employee must pay for any dependents.</p>		<p><u>Clerical/Technical City Contribution</u> City pays 100% for employees retired prior to 03/01/93. City pays 85.0% for employees retired 03/01/93 through 06/27/98.</p> <p>Employees hired prior to 07/01/07, City pays 100% of HMO and 85.0% of non-HMO, single coverage.</p> <p><u>Employees hired on/after 07/01/07</u> City pays a maximum of 85.0% of an HMO plan, single coverage.</p> <p>Employee must pay for any dependents.</p> <p><u>Employees hired on/after 07/01/10</u> Employees can elect at time of hire and at 1 year to participate in <u>either</u> a defined benefit program or a defined contribution program.</p>					<p><u>Sworn</u> (Police & Fire Chief) Employees must meet CalPERS eligibility requirements.</p> <p><u>Contributions</u> Single coverage: City pays full premium, but not more than the premium for the:</p> <ul style="list-style-type: none"> • 3rd highest basic health-only premium available in the Bay Area for pre-Medicare retirees, or • average of the health-only premiums available in the Bay Area for Medicare-eligible retirees. <p>Dependent coverage: City pays 92% of the two-party or family premium rate, but not more than 92% of the two-party or family rate for the:</p> <ul style="list-style-type: none"> • 3rd highest basic health-only premium available in the Bay Area for pre-Medicare retirees, or • average of the health-only premiums available in the Bay Area Medicare plans for Medicare eligible retirees/dependents.

⁽¹⁾ The retirees' health plan provides medical insurance (including vision and prescription coverage) for employees who retire from the City of Mountain View through CalPERS and meeting eligibility requirements. For nonsworn employees, City contributions are for single coverage only. For more information, please refer to the "City of Mountain View Retiree Health Insurance Program."

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
RETIREE HEALTH PROGRAM (continued)⁽¹⁾	<p><u>Employees hired on/after 07/01/15</u> Employees can elect at time of hire and at 1 year to participate in either a defined benefit program or a defined contribution program.</p> <p><u>Defined Benefit Program</u> Employees hired after 07/01/15, who choose to have a defined benefit plan, City will pay a maximum of 85.0% of an HMO plan, single coverage.</p> <p>Employee must work for 15 continuous years and retire with the City to be eligible.</p> <p><u>Defined Contribution Program</u> See "Retirement Health Savings Account."</p>		<p><u>Defined Benefit Program</u> Employees hired after 07/01/10, who choose to have a defined benefit plan, City will pay a maximum of 85.0% of an HMO plan, single coverage.</p> <p>Employee must work for 15 continuous years and retire with the City to be eligible.</p> <p><u>Defined Contribution Program</u> See "Retirement Health Savings Account."</p>	<p><u>Defined Benefit Program</u> Employees hired after 07/01/07, who choose to have a defined benefit plan, City will pay a maximum of 85.0% of an HMO plan, single coverage.</p> <p>Employee must work for 15 continuous years and retire with the City to be eligible.</p> <p><u>Defined Contribution Program</u> See "Retirement Health Savings Account."</p>			<p><u>Defined Benefit Program</u> Employees hired after 07/01/07, who choose to have a defined benefit plan, City will pay a maximum of 85.0% of an HMO plan, single coverage.</p> <p>Employee must work for 15 continuous years and retire with the City to be eligible.</p> <p><u>Defined Contribution Program</u> See "Retirement Health Savings Account."</p>	<p><u>Defined Benefit Program</u> Employees hired after 07/01/07, who choose to have a defined benefit plan, City will pay a maximum of 85.0% of an HMO plan, single coverage.</p> <p>Employee must work for 15 continuous years and retire with the City to be eligible.</p> <p>(Excludes sworn department heads.)</p> <p><u>Defined Contribution Program</u> See "Retirement Health Savings Account."</p>

⁽¹⁾ The retirees' health plan provides medical insurance (including vision and prescription coverage) for employees who retire from the City of Mountain View through CalPERS and meeting eligibility requirements. For nonsworn employees, City contributions are for single coverage only. For more information, please refer to the "City of Mountain View Retiree Health Insurance Program."

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
RETIREMENT HEALTH SAVINGS ACCOUNT (RHS)	<p><u>Employee Contributions</u> Sick leave balance determined by sick leave payoff formula at time of retirement shall be deposited into a trust fund for health expenses. (effective 05/01/09)</p> <p>See also “sick leave payoff.”</p> <p><u>City Contributions</u> N/A</p>	<p><u>Employee Contributions</u> Sick leave balance determined by sick leave payoff formula at time of retirement shall be deposited into a trust fund for health expenses. (effective 06/02/08)</p> <p>See also “sick leave payoff.”</p> <p><u>City Contributions</u> N/A</p>	<p><u>Employee Contributions</u> N/A</p> <p><u>City Contributions Employees hired on/after 07/01/10</u> Employees can elect at time of hire and at 1 year to participate in <u>either</u> a defined benefit program or a defined contribution program for their Retiree Health Plan benefits.</p>	<p><u>Employee Contributions</u> Sick leave balance determined by sick leave payoff formula at time of retirement shall be deposited into a trust fund for health expenses. (effective 10/01/10)</p> <p>See also “sick leave payoff.”</p> <p><u>City Contributions Employees hired on/after 07/01/07</u> Employees can elect at time of hire and at 1 year to participate in <u>either</u> a defined benefit program or a defined contribution program for their Retiree Health Plan benefits.</p>	<p><u>Employee Contributions</u> Ongoing contribution of 8-hour vacation accrual each quarter and deposit of all eligible sick leave balance (as determined by sick leave payoff formula) at time of retirement. (effective 05/01/09)</p> <p>See also “sick leave payoff.”</p> <p><u>City Contributions</u> N/A</p>	<p><u>Employee Contributions</u> Sick leave balance determined by sick leave payoff formula at time of retirement shall be deposited into a trust fund for health expenses. (effective 06/01/11)</p> <p>See also “sick leave payoff.”</p> <p><u>City Contributions</u> N/A</p>	<p><u>Employee Contributions</u> 50% of sick leave balances determined by sick leave payoff formula at time of retirement shall be deposited into a trust fund for health expenses. (effective 09/01/10)</p> <p>See also “sick leave payoff.”</p> <p><u>City Contributions Employees hired on/after 07/01/07</u> Employees can elect at time of hire and at 1 year to participate in <u>either</u> a defined benefit program or a defined contribution program for their Retiree Health Plan benefits.</p>	<p><u>Employee Contributions</u> Department Heads 70% of sick leave balances determined by sick leave payoff formula at time of retirement shall be deposited into a trust fund for health expenses (effective 11/01/10). (Council appointees excluded.)</p> <p>See also “sick leave payoff.”</p> <p><u>City Contributions Employees hired on/after 07/01/07</u> Employees can elect at time of hire and at 1 year to participate in <u>either</u> a defined benefit program or a defined contribution program for their Retiree Health Plan benefits.</p>

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RETIREMENT HEALTH SAVINGS ACCOUNT (RHS) (continued)			<u>Defined Contribution (DC) Program</u> Employer pays to RHS the following monthly contributions based on years of service: <table border="0"> <tr> <td><u>Yrs of Serv</u></td> <td><u>Amount*</u></td> </tr> <tr> <td>0-5</td> <td>\$239.01</td> </tr> <tr> <td>6-10</td> <td>\$298.77</td> </tr> <tr> <td>10+</td> <td>\$358.52</td> </tr> </table> <u>DC Vesting</u> 100% at 5 yrs. *Increases by a fixed COLA of 2% each July 1.	<u>Yrs of Serv</u>	<u>Amount*</u>	0-5	\$239.01	6-10	\$298.77	10+	\$358.52	<u>Defined Contribution (DC) Program</u> Employer pays to RHS the following monthly contributions based on years of service: <table border="0"> <tr> <td><u>Yrs of Serv</u></td> <td><u>Amount*</u></td> </tr> <tr> <td>0-5</td> <td>\$239.01</td> </tr> <tr> <td>6-10</td> <td>\$298.77</td> </tr> <tr> <td>10+</td> <td>\$358.52</td> </tr> </table> <u>DC Vesting</u> 100% at 5 yrs. *Increases by a fixed COLA of 2% each July 1.	<u>Yrs of Serv</u>	<u>Amount*</u>	0-5	\$239.01	6-10	\$298.77	10+	\$358.52			<u>Defined Contribution (DC) Program</u> Employer pays to RHS the following monthly contributions based on years of service: <table border="0"> <tr> <td><u>Yrs of Serv</u></td> <td><u>Amount*</u></td> </tr> <tr> <td>0-5</td> <td>\$239.01</td> </tr> <tr> <td>6-10</td> <td>\$298.77</td> </tr> <tr> <td>10+</td> <td>\$358.52</td> </tr> </table> <u>DC Vesting</u> 100% at 5 yrs. *Increases by a fixed COLA of 2% each July 1.	<u>Yrs of Serv</u>	<u>Amount*</u>	0-5	\$239.01	6-10	\$298.77	10+	\$358.52	<u>Defined Contribution (DC) Program</u> Employer pays to RHS the following monthly contributions based on years of service: <table border="0"> <tr> <td><u>Yrs of Serv</u></td> <td><u>Amount*</u></td> </tr> <tr> <td>0-5</td> <td>\$239.01</td> </tr> <tr> <td>6-10</td> <td>\$298.77</td> </tr> <tr> <td>10+</td> <td>\$358.52</td> </tr> </table> <u>DC Vesting</u> 100% at 5 yrs. *Increases by a fixed COLA of 2% each July 1. (Excludes sworn department heads.)	<u>Yrs of Serv</u>	<u>Amount*</u>	0-5	\$239.01	6-10	\$298.77	10+	\$358.52
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SICK LEAVE ACCRUAL Prorated for regular part-time employees.	96 hours annually	96 hours annually <u>24-hour Shift Employees</u> 144 hours annually	96 hours annually	96 hours annually	96 hours annually	96 hours annually	96 hours annually	96 hours annually																																
SICK LEAVE INCENTIVE Prorated for regular part-time employees.	<u>Sworn</u> 4 hours vacation if no sick leave taken within the payroll quarter (effective 06/24/12). <u>Nonsworn</u> 4 hours vacation if no sick leave taken within the payroll quarter (effective 06/24/12). Prorated for regular part-time employees.	56-hour fire represented personnel receive 8 hours of pay at their hourly rate for no sick leave taken within payroll quarter. Fire Prevention personnel (40-hour) receive 6 hours of vacation for each quarter that sick leave is not used.	Conversion of 8 hours of sick leave to 8 hours of vacation if no sick leave taken within the payroll quarter (effective 06/24/12).	4 hours vacation if no sick leave taken within the payroll quarter (effective 06/24/12).	8 hours vacation if no sick leave taken within the payroll quarter (effective 07/01/00).	Conversion of 8 hours of sick leave to 8 hours of vacation if no sick leave taken within the payroll quarter (effective 06/24/12).	4 hours vacation if no sick leave taken within the payroll quarter (effective 06/24/12).	4 hours vacation if no sick leave taken within the payroll quarter (effective 06/24/12).																																

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for 40-hour employees in accordance with the following schedule:</p> <table border="1"> <thead> <tr> <th>Yrs of Continuous Service</th> <th>%</th> </tr> </thead> <tbody> <tr><td>0<10</td><td>0</td></tr> <tr><td>10⁽¹⁾<15</td><td>20</td></tr> <tr><td>15⁽¹⁾<20</td><td>35</td></tr> <tr><td>20⁽¹⁾<25</td><td>55</td></tr> <tr><td>25⁽¹⁾+</td><td>80</td></tr> </tbody> </table> <p>Paid at current base salary rate of pay.</p>	Yrs of Continuous Service	%	0<10	0	10 ⁽¹⁾ <15	20	15 ⁽¹⁾ <20	35	20 ⁽¹⁾ <25	55	25 ⁽¹⁾ +	80	<p>Upon layoff, regular PERS retirement or retirement disability, employees are eligible for payment of unused sick leave, limited to an accumulation of 960 hours, max 768 hours (80.0% of 960) in accordance with the following schedule:</p> <table border="1"> <thead> <tr> <th>Yrs of Continuous Service</th> <th>%</th> </tr> </thead> <tbody> <tr><td>0<10</td><td>0</td></tr> <tr><td>10⁽¹⁾<15</td><td>20</td></tr> <tr><td>15⁽¹⁾<20</td><td>35</td></tr> <tr><td>20⁽¹⁾<25</td><td>55</td></tr> 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SICK LEAVE PAYOFF (continued)	<p>For retirement purposes, 100% of eligible sick leave payoff shall be deposited into a Retirees' Health Savings Plan. (effective 05/01/09)</p> <p>Balance of sick leave reported to PERS for additional service credit.</p> <p>Upon the death of an employee, irrespective of years of service, full payment of unused sick leave shall be made to the employee's beneficiary.</p>	<p>For retirement purposes, 100% of eligible sick leave payoff shall be deposited into a Retirees' Health Savings Plan. (effective 06/02/08)</p> <p>Balance of sick leave reported to PERS for additional service credit.</p> <p>Upon the death of an employee, irrespective of years of service, full payment of unused sick leave shall be made to the employee's beneficiary. (effective 07/07)</p>	<p>Balance of sick leave reported to PERS for additional service credit.</p> <p>Upon the death of an employee, irrespective of years of service, full payment of unused sick leave shall be made to the employee's beneficiary.</p>	<p>For retirement purposes, 100% of eligible sick leave payoff shall be deposited into a Retirees' Health Savings Plan. (effective 10/01/10)</p> <p>Balance of sick leave reported to PERS for additional service credit.</p> <p>Upon the death of an employee, irrespective of years of service, full payment of unused sick leave shall be made to the employee's beneficiary.</p>	<p>For retirement purposes, 100% of eligible sick leave payoff shall be deposited into a Retirees' Health Savings Plan. (effective 05/01/09)</p> <p>Balance of sick leave reported to PERS for additional service credit.</p> <p>Upon the death of an employee, irrespective of years of service, full payment of unused sick leave shall be made to the employee's beneficiary.</p>	<p>For retirement purposes, 100% of eligible sick leave payoff shall be deposited into a Retirees' Health Savings Plan. (effective 06/01/11)</p> <p>Balance of sick leave reported to PERS for additional service credit.</p> <p>Upon the death of an employee, irrespective of years of service, full payment of unused sick leave shall be made to the employee's beneficiary.</p>	<p>For retirement purposes, 50% of eligible sick leave payoff shall be deposited into a Retirees' Health Savings Plan. (effective 09/01/10)</p> <p>Balance of sick leave reported to PERS for additional service credit.</p> <p>Upon the death of an employee, irrespective of years of service, full payment of unused sick leave shall be made to the employee's beneficiary.</p>	<p>70% of sick leave payoff for retirement purposes shall be deposited into a Retirees' Health Savings Plan (effective 11/01/10) (Council appointees excluded)</p> <p>Balance of sick leave reported to PERS for additional service credit.</p> <p>Upon the death of an employee, irrespective of years of service, full payment of unused sick leave shall be made to the employee's beneficiary.</p>
SOCIAL SECURITY REPLACEMENT	<p><u>Nonsworn</u></p> <p>This benefit is discontinued as of 06/30/2011.</p>	N/A	<p>Employees in the 2%@62 retirement formula receive \$425 annually.</p> <p>Employees in the 2.7%@55 retirement formula receive up to \$120 annually. (effective 06/21/15)</p>	This benefit is discontinued as of 2007.	N/A	N/A	This benefit is discontinued as of 2007.	This benefit is discontinued as of 2007.

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SPECIALTY PAY ASSIGNMENTS:								
Admin. Units	\$200/month (effective 07/07)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Bilingual Pay ⁽¹⁾	<u>Sworn</u> \$200/month (effective 07/07) <u>Nonsworn</u> \$200/month (effective 07/07)	\$100/month (Level 1) \$200/month (Level 2) (effective 07/07)	\$100/month (effective 07/01/06)	\$100/month (effective 06/21/15)	\$200/month (effective 07/07)	\$100/month (Level 1) \$200/month (Level 2) (effective 04/22/08)	\$100/month (effective 06/21/15)	N/A
Call Back/Recall	Scheduled: 2 hours Unscheduled: 3 hours	Suppression: 2 hours DFM: 3 hours	3 hours pay for eligible classifications	1 hour pay for eligible classifications	N/A	N/A	N/A	N/A
Canine Officer	<u>Sworn</u> 5.0% of base salary	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Crime Suppression	\$150/month (effective 07/02)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CSO/Records/ Administration ⁽¹⁾	\$200/month (effective 07/07)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Department Head Specialty Pay	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$561.60/month (excludes Council appointees and safety)
Duty Program	N/A	N/A	Standby: \$70/weeknight \$100/weekend Overtime for calls as defined in Appendix C of the MOU.	N/A	N/A	N/A	N/A	N/A
Emergency Strike Team Pay	N/A	<u>State Emergency Response Pay</u> 1.5 normal rate. (effective 07/01/01)	N/A	N/A		<u>State Emergency Response Pay</u> 1.5 normal rate. (effective 07/01/07)		

⁽¹⁾ Bilingual pay designation is subject to need of department and approval of Human Resources Manager.

⁽²⁾ Applies only to Community Services Officers (Investigative Services and Property and Financial Crimes), Records (Warrant Officer and Court Officer) and Administration (Community Action and Information and Field Services/AVASA).

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
SPECIALTY PAY ASSIGNMENTS: (continued)								
Field Training: FTO Officer	<u>Sworn</u> Police Officers: 7.5% of biweekly salary (while training) (effective 04/00)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FTO Coordinator	<u>Sworn</u> 7.5% of biweekly salary (while training) (effective 04/00)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CSO/Records	<u>Nonsworn</u> 7.5% of biweekly salary (while training) (effective 06/16/01)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HazMat Training	N/A	5% per shift (effective 7/15)	N/A	N/A	N/A	N/A	N/A	N/A
Investigative Services	5.0% of biweekly salary (effective 07/07)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Motorcycle Officer	<u>Sworn</u> 5.0% of biweekly salary (includes Traffic Sergeant when riding motorcycle)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Special Operations	\$200/month (effective 07/07)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Tiller Operator Premium	N/A	5% of salary (effective 07/15)	N/A	N/A	N/A	N/A	N/A	N/A

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
SPECIALTY PAY ASSIGNMENTS: (continued)								
Training Captain	N/A	5% of salary (effective 07/15)	N/A	N/A	N/A	N/A	N/A	N/A
Workweek Shift Change	N/A	N/A	\$100 stipend	N/A	N/A	N/A	N/A	N/A
TUITION REIMBURSEMENT Prorated for regular part-time employees.	<u>Sworn and Nonsworn</u> \$2,000/fiscal year for completion of individual college courses or training courses which an employee may take without pursuing a college degree. (effective 07/07) Up to \$10,000 per FY with a \$20,000 lifetime max for employees to enroll in and complete accredited college coursework required to obtain a job-related bachelor's or master's degree or approved leadership program. (effective 07/15; retro to 07/13)	\$2,000/fiscal year (effective 7/1/15) Note: Any amount in excess of \$1,500 must apply toward an undergraduate or graduate degree from an accredited college or university. (effective 07/07) Up to \$10,000 per FY with a \$20,000 lifetime max for employees to enroll in and complete accredited college coursework required to obtain a job-related bachelor's or master's degree or approved leadership program. (effective 07/15; retro to 07/13)	\$2,000/fiscal year for completion of individual college courses or training courses which an employee may take without pursuing a college degree. (effective 07/01/11) May combine 2 years and may cash out up to 120 hours of vacation for the purposes of tuition reimbursement, in addition to other vacation cash-out provisions. (effective 06/24/12) Up to \$10,000 per FY with a \$20,000 lifetime max for employees to enroll in and complete accredited college coursework required to obtain a job-related bachelor's or master's degree or approved leadership program. (effective 07/15; retro to 07/13)	\$2,000/fiscal year for completion of individual college courses or training courses which an employee may take without pursuing a college degree. (effective 07/01/11) Up to \$10,000 per FY with a \$20,000 lifetime max for employees to enroll in and complete accredited college coursework required to obtain a job-related bachelor's or master's degree or approved leadership program. (effective 07/15; retro to 07/13)	\$2,000/fiscal year for completion of individual college courses or training courses which an employee may take without pursuing a college degree. (effective 07/07) Up to \$10,000 per FY with a \$20,000 lifetime max for employees to enroll in and complete accredited college coursework required to obtain a job-related bachelor's or master's degree or approved leadership program. (effective 07/15; retro to 07/13)	\$2,000/fiscal year for completion of individual college courses or training courses which an employee may take without pursuing a college degree. (effective 07/07) Up to \$10,000 per FY with a \$20,000 lifetime max for employees to enroll in and complete accredited college coursework required to obtain a job-related bachelor's or master's degree or approved leadership program. (effective 07/15; retro to 07/13)	\$2,000/fiscal year for completion of individual college courses or training courses which an employee may take without pursuing a college degree. (effective 07/01/11) Up to \$10,000 per FY with a \$20,000 lifetime max for employees to enroll in and complete accredited college coursework required to obtain a job-related bachelor's or master's degree or approved leadership program. (effective 07/15; retro to 07/13)	\$2,000/fiscal year for completion of individual college courses or training courses which an employee may take without pursuing a college degree. (effective 07/01/11) May combine 2 years and may cash out up to 120 hours of vacation for the purposes of tuition reimbursement, in addition to other vacation cash-out provisions. (effective 06/24/12) Up to \$10,000 per FY with a \$20,000 lifetime max for employees to enroll in and complete accredited college coursework required to obtain a job-related bachelor's or master's degree or approved leadership program. (effective 07/15; retro to 07/13)

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
UNIFORM ALLOWANCE TOOL ALLOWANCE	<p><u>Sworn</u> Uniforms are provided. Cleaning allowance converted to salary (\$17.25 per pay period) effective 04/02/00.</p> <p><u>Nonsworn</u> Uniforms are provided. Cleaning allowance converted to salary.</p> <p><u>Records Specialist and Lead Records Specialist</u> \$14.95 biweekly (effective 04/02/00)</p> <p><u>Community Services Officer</u> \$17.25 biweekly (effective 04/02/00)</p> <p><u>Police Assistants and Police Records Supervisor⁽¹⁾</u> FT = \$18.46 biweekly (\$480/year) PT = \$9.23 biweekly (\$240/year) (effective 07/07)</p>	<p>Uniforms are provided, replaced and cleaned by the City when needed. (Est. cost of purchasing/cleaning/maintenance: \$27/mo.)</p> <p>\$4.00 biweekly allowance for purchase of T-shirts, sweats, hats, etc. (effective 08/28/94).</p>	<p>Certain articles of clothing are provided and cleaned as necessary. Employees receive \$360 annually for the purchase, cleaning and maintenance of pants and jackets. Prorated for regular part-time employees and new employees.</p> <p>\$225 annually for safety shoes (prior to 07/02/00 this was a reimbursement). Safety shoes provided for Public Works and Building Inspectors only, as necessary. Not prorated for regular part-time employees or new employees.</p> <p><u>Fleet Services</u> Equipment Mechanic I, II, and III: Tool reimbursement of \$1,000/year maximum (effective 07/01/01).</p> <p>Equipment Service Worker: Tool reimbursement of \$500/year maximum for FY 13-14 and thereafter (effective 07/01/12)</p>	<p>Not applicable except as follows:</p> <p><u>Hazardous Materials Specialists and OES</u> Uniforms are provided, replaced and cleaned by City when needed.</p>	<p>\$450/year cleaning allowance (effective 07/07).</p>	<p>Uniforms are provided, cleaned and replaced as needed. (Est. cost: \$27/mo.)</p>	<p>N/A</p>	<p>Not applicable except as follows:</p> <p><u>Police Chief</u> \$450/year cleaning allowance.</p> <p><u>Fire Chief</u> Uniforms are provided, cleaned and replaced as needed. (Est. cost: \$27/mo.)</p>

⁽¹⁾ For those positions required to wear a uniform.

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BENEFITS	POLICE OFFICERS ASSOCIATION	FIRE (SAFETY)	SEIU	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS & PROFESSIONALS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
VACATION ACCRUAL CAPS								
0-5 years	<u>12 eight-hour days;</u> Cap = 200 hours	<u>0-5 years: 6 shifts;</u> Cap = 400 hours	<u>12 eight-hour days;</u> Cap = 200 hours	<u>12 eight-hour days;</u> Cap = 200 hours	<u>12 eight-hour days;</u> Cap = 200 hours	<u>Nonshift Battalion Chief</u> <u>10 eight-hour days;</u> Cap = 200 hours	<u>12 eight-hour days;</u> Cap = 200 hours	<u>12 eight-hour days;</u> Cap = 200 hours
6-9 years	<u>17 eight-hour days;</u> Cap = 280 hours	<u>6-15 years: 9 shifts;</u> Cap = 500 hours	<u>17 eight-hour days;</u> Cap = 260 hours	<u>17 eight-hour days;</u> Cap = 260 hours	<u>17 eight-hour days;</u> Cap = 280 hours	<u>15 eight-hour days;</u> Cap = 260 hours	<u>17 eight-hour days;</u> Cap = 260 hours	<u>17 eight-hour days;</u> Cap = 260 hours
10-15 years	<u>22 eight-hour days;</u> Cap = 360 hours	<u>16+ years: 10 shifts;</u> Cap = 600 hours	<u>22 eight-hour days;</u> Cap = 330 hours	<u>22 eight-hour days;</u> Cap = 330 hours	<u>22 eight-hour days;</u> Cap = 360 hours	<u>20 eight-hour days;</u> Cap = 330 hours	<u>22 eight-hour days;</u> Cap = 330 hours	<u>22 eight-hour days;</u> Cap = 330 hours
16+ years	One additional eight-hour day per year up to 24 days annually. Cap = 400 hours (effective 06/30/13) ⁽¹⁾ <u>Sworn</u> Payoff of vacation leave based on base pay, plus career incentive pay, plus specialty pay, plus holiday in-lieu. <u>Nonsworn</u> Payoff of vacation leave based on base pay plus specialty pay (effective 07/07).	<u>40-Hr. Employees</u> <u>x 0-5 years: 12 eight-hour days;</u> Cap = 200 hours <u>6-9 years: 17 eight-hour days;</u> Cap = 260 hours <u>10-15 yrs.: 22 eight-hour days;</u> Cap = 330 hours <u>16+ years: One additional day to max. of 25 days;</u> Cap = 400 hours	One additional eight-hour day per year up to 23 days annually. Cap = 400 hours (effective 06/24/12) ⁽¹⁾ Regular part-time employees vacation accruals and caps compiled on a prorated basis.	One additional eight-hour day per year up to 23 days annually. Cap = 400 hours (effective 06/24/12) ⁽¹⁾ Regular part-time employees vacation accruals and caps compiled on a prorated basis.	One additional eight-hour day per year up to 25 days annually. Cap = 400 hours (effective 06/30/13)	One additional eight-hour day per year up to 25 days annually. (effective 06/30/13) Cap = 400 hours (effective 06/30/13) <u>Battalion Chiefs (shift)</u> <u>0-5 years: 5.35 shifts;</u> Cap = 320 hours <u>6-9 years: 8.30 shifts;</u> Cap = 460 hours <u>10-15 years: 10.35 shifts;</u> Cap = 540 hours <u>16 years: 10.90 shifts</u> Cap = 745 hours <u>17+ years: Additional .5 shifts per year up to 12.9 shifts</u> Cap = 660 hours (effective 06/30/13)	One additional eight-hour day per year up to 25 days annually. Cap = 400 hours (effective 06/24/12) Regular part-time employees vacation accruals and caps compiled on a prorated basis.	One additional eight-hour day per year up to 24 days annually. Cap = 400 hours (effective 06/24/12) ⁽¹⁾ *unless contract states otherwise.

⁽¹⁾ Employees who have 16+ years of services as of 06/23/12 will be grandfathered and will continue to accrue vacation at their current rate (e.g., 24 or 25 days).

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VACATION CASH-OUT Prorated for regular part-time employees.	Vacation cash-out of up to 60 hours per year. (effective 07/07). Employee must have a minimum balance of 40 hours accrued vacation and have taken a minimum of 40 hours vacation in the prior 12 months.	Vacation cash-out once per year. <u>Suppression</u> Max = 120 hours (effective 06/28/98). <u>Prevention</u> Max = 60 hours Can elect to defer payout to Deferred Comp. account. (effective 06/28/98)	Vacation cash-out once per year. Max = 80 hours. ⁽¹⁾ (effective 07/01/09) To cash out over 40 hours, employee must have a minimum balance of 80 hours accrued as of December and have taken a minimum of 80 hours vacation in the prior 12 months. Can elect to defer payout to Deferred Comp. account. (effective 07/01/09)	Vacation cash-out once per year. Max = 80 hours. (effective 07/01/15) Employee must have a minimum balance of 80 hours accrued as of December and have taken a minimum of 10 days vacation in the prior 12 months. Can elect to defer payout to Deferred Comp. account. (effective 07/01/00)	<u>Police Captains and Police Lieutenants</u> Vacation cash-out once per year. Max = 80 hours. (effective 07/01/09) Employee must have a minimum balance of 80 hours accrued as of December and have taken a minimum of 80 hours of vacation in the prior 12 months. Can elect to defer payout to Deferred Comp. account. (effective 07/01/11)	<u>40-Hour Fire Managers</u> Vacation cash-out once per year. Max = 80 hours. (effective 07/01/15) <u>Shift BC</u> 120 hour max. Can elect to defer payout to Deferred Comp. account. (effective 07/01/99)	Vacation cash-out once per year. Max = 80 hours. (effective 07/01/09) Employee must have a minimum balance of 80 hours accrued as of December and have taken a minimum of 10 days vacation in the prior 12 months. Can elect to defer payout to Deferred Comp. account. (effective 07/01/00)	Vacation cash-out once per year. Max = 80 hours. ⁽¹⁾ (effective 07/01/15) Employee must have a minimum balance of 80 hours accrued as of December and have taken a minimum of 10 days vacation in the prior 12 months. Can deposit payout to Deferred Comp. account. (Does not include Fire Chief or Police Chief.) (effective 07/01/00)

⁽¹⁾ May cash out up to 120 hours of vacation annually, for the purposes of tuition reimbursement in addition to other vacation cash-out provisions.

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VACATION CONVERSION (ASSOCIATION/ UNION ACTIVITIES)	Convert up to 4 vacation hours from each represented (Sworn, Nonsworn) member's leave into a fund to pay costs for union activities.	Convert 12 vacation hours to cash to be held by the City to pay OT related to union activities (4 hours for Prevention Bureau employees).	N/A	N/A	N/A	N/A	N/A	N/A
WORKERS' COMPENSATION	<p><u>Sworn</u> One full year salary continuation, Labor Code 4850. May end sooner if the employee becomes permanent and stationary or is able to return to full duty. Then receives temporary disability payments.</p> <p>For injury occurred after 01/01/05, \$840 maximum/week until able to return to work or permanent and stationary.</p> <p><u>Nonsworn</u> Full year salary continuation does not apply.⁽¹⁾</p>	<p>One full year salary continuation, Labor Code 4850. May end sooner if the employee becomes permanent and stationary or is able to return to full duty. Then receives temporary disability payments.⁽¹⁾</p> <p>For injury occurred after 01/01/05, \$840 maximum/week until able to return to work or permanent and stationary.</p>	<p>60 days salary continuation.</p> <p>For injury occurred after 01/01/05, \$840 maximum/week until able to return to work or permanent and stationary.</p>	<p>60 days salary continuation.</p> <p>For injury occurred after 01/01/05, \$840 maximum/week until able to return to work or permanent and stationary.</p>	<p>One full year salary continuation, Labor Code 4850. May end sooner if the employee becomes permanent and stationary or is able to return to full duty. Then receives temporary disability payments.⁽¹⁾</p> <p>For injury occurred after 01/01/05, \$840 maximum/week until able to return to work or permanent and stationary.</p>	<p>One full year salary continuation, Labor Code 4850. May end sooner if the employee becomes permanent and stationary or is able to return to full duty. Then receives temporary disability payments.⁽¹⁾</p> <p>For injury occurred after 01/01/05, \$840 maximum/week until able to return to work or permanent and stationary.</p>	<p>60 days salary continuation.</p> <p>For injury occurred after 01/01/05, \$840 maximum/week until able to return to work or permanent and stationary.</p>	<p>60 days salary continuation.⁽¹⁾</p> <p>For injury occurred after 01/01/05, \$840 maximum/week until able to return to work or permanent and stationary.</p> <p><u>Police & Fire Chief</u> One full year salary continuation, Labor Code 4850. May end sooner if the employee becomes permanent and stationary or is able to return to full duty. Then receives temporary disability payments.⁽¹⁾</p> <p>For injury occurred after 01/01/05, \$840 maximum/week until able to return to work or permanent and stationary.</p>

⁽¹⁾ Police and Fire employees whose principal duties are phone operator, clerk or anyone not involved in active law enforcement or fire suppression/prevention have 60 days salary continuation for Workers' Comp.

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