

City of Pinole Benefit Matrix

BENEFIT	DEPT MANAGERS/ UNREPRESENTED	POLICE EMPLOYEES' ASSOCIATION	INTERNAT'L ASSOC OF FIREFIGHTERS	AFSCME	LOCAL 1
<i>MOU TERM</i>	n/a	7/1/13 - 6/30/17	7/1/13 - 6/30/17	7/1/15 - 6/30/18	7/1/15 - 6/30/18
<i>SCHEDULED SALARY INCREASES</i>	None.	7/1/2016	None.	None.	None.
<i>MEDICAL BENEFITS</i> The City contracts with PERS Health.	Up to the 2014 Kaiser premium based on family status, which is*: Single: \$742.72 Dual: \$1,485.44 Family: \$1,931.07	The City will pay up to the 2014 Kaiser premium based on family status, which is: Single: \$742.72 Dual: \$1,485.44 Family: \$1,931.07	The City will pay up to the 2014 Kaiser premium based on family status, which is: Single: \$742.72 Dual: \$1,485.44 Family: \$1,931.07	The City will pay up to the 2014 Kaiser premium based on family status, which is: Single: \$742.72 Dual: \$1,485.44 Family: \$1,931.07	The City will pay up to the 2014 Kaiser premium based on family status, which is: Single: \$742.72 Dual: \$1,485.44 Family: \$1,931.07
<i>MEDICAL IN-LIEU</i> Employees with alternate medical insurance are eligible to receive payment in-lieu as follows:	Single: \$225 Dual: \$450 Family: \$600	Single: \$225 Dual: \$450 Family: \$600	Single: \$225 Dual: \$450 Family: \$600	Single: \$225 Dual: \$450 Family: \$600	Single: \$225 Dual: \$450 Family: \$600
<i>DENTAL BENEFITS</i>	ER Paid: Single: \$65.10 Dual: \$140.40 Family: \$164.84	ER Paid: Single: \$65.10 Dual: \$140.40 Family: \$164.84	ER Paid: Single: \$55.30 Dual: \$120.82 Family: \$148.63	ER Paid: Single: \$65.10 Dual: \$140.40 Family: \$164.84	ER Paid: Single: \$65.10 Dual: \$140.40 Family: \$164.84
<i>VISION BENEFITS</i>	\$21.20/mo for employee and eligible dependents; ER paid	\$21.20/mo for employee and eligible dependents; ER paid	\$21.20/mo for employee and eligible dependents; ER paid	\$21.20/mo for employee and eligible dependents; ER paid	\$21.20/mo for employee and eligible dependents; ER paid
<i>LIFE INSURANCE & AD&D</i> Provider - The Standard	\$40,000 benefit Life: \$.184/\$1000 AD&D: \$.035/\$1000 ER paid	\$40,000 benefit Life: \$.184/\$1000 AD&D: \$.035/\$1000 ER paid	\$40,000 benefit Life: \$.184/\$1000 AD&D: \$.035/\$1000 ER paid	\$40,000 benefit Life: \$.184/\$1000 AD&D: \$.035/\$1000 ER paid	\$40,000 benefit Life: \$.184/\$1000 AD&D: \$.035/\$1000 ER paid
<i>LONG TERM/SHORT TERM DISABILITY</i> Non-safety - The Standard PPEA - PORAC Fire - Cal Assoc. of Professional Firefighters	\$.937/\$100 of salary for first \$3000 in salary; ER paid	\$21.50/EE; ER paid	\$24.50/EE; ER paid (Eff. 2/1/16) <i>*includes short-term disability</i>	\$.937/\$100 of salary for first \$3000 in salary; ER paid <i>*includes short-term disability</i>	\$.937/\$100 of salary for first \$3000 in salary; ER paid
<i>VACATION LEAVE</i>	0-4 yrs: 96 hours 5-9 yrs: 144 hours 10-15 yrs: 160 hours 16+ yrs: 192 hours	0-4 yrs: 96 hours 5-9 yrs: 144 hours 10-15 yrs: 160 hours 16+ yrs: 192 hours Max: 2x annual rate	0-4 yrs: 151 hours 5-9 yrs: 226 hours 10-14 yrs: 265 hours 15+ yrs: 302 hours Max: 2x annual rate	0-4 yrs: 96 hours 5-9 yrs: 144 hours 10-15 yrs: 160 hours 16+ yrs: 192 hours Max: 2x annual rate	0-4 yrs: 96 hours 5-9 yrs: 144 hours 10-15 yrs: 160 hours 16+ yrs: 192 hours Max: 2x annual rate
<i>VACATION BUYBACK</i>	EE may cash out 52 hours, provided EE has minimum of 160 hours accumulated.	With 2 yrs of service, EE may buy back 80 hours, provided EE has minimum of 160 hours accumulated.	With 3 yrs of service, EE may buy back 52 hours, provided EE has minimum of 160 hours accumulated.	With 3 yrs of service, EE may buy back 52 hours, provided EE has minimum of 160 hours accumulated.	With 3 yrs of service, EE may buy back 52 hours, provided EE has minimum of 160 hours accumulated.

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EE = Employee; ER = Employer
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<p><i>RETIREMENT BENEFITS</i> Benefit plan based on CalPERS membership status at time of hire: "New" member or "Classic" member (as defined by CalPERS.) Rates herein are for FY 15/16. (CalPERS typically updates the contribution rates each fiscal year.)</p>	<p>Miscellaneous EEs -- same benefit as AFSCME.</p> <p>Safety EEs -- same benefit as PORAC and IAFF.</p>	<p>Classic: 3% @ 55 plan; single highest year. Total paid by ER: 22.963%*. Total paid by EE: 20.463%*. * EE pays 9% EE share + 11.463% of ER share. New: 2.7% @ 57 plan; 3-year final compensation. ER and EE each pay 11.5%.</p>	<p>Classic: 3% @ 55 plan; single highest year. Total paid by ER: 22.963%*. Total paid by EE: 20.463%*. * EE pays 9% EE share + 11.463% of ER share. New: 2.7% @ 57 plan; 3-year final compensation. ER and EE each pay 11.5%.</p>	<p>Classic: 2.5% @ 55 plan; single highest year. Total paid by ER: 17.0905%*. Total paid by EE: 16.5815%*. * EE pays 8% EE share + 8.5815% of ER share. New: 2% @ 62 plan; 3-year final compensation. ER and EE each pay 6.25%.</p>	<p>Classic: 2.5% @ 55 plan; single highest year. Total paid by ER: 17.0905%*. Total paid by EE: 16.5815%*. * EE pays 8% EE share + 8.5815% of ER share. New: 2% @ 62 plan; 3-year final compensation. ER and EE each pay 6.25%.</p>
<p><i>RETIREE MEDICAL BENEFITS</i> The PERS health coverage may be carried into retirement.</p>	<p>Employees hired prior to 9/1/10: The City either provides a contribution up to the current year's Kaiser family premium, or provides the same premium contribution as offered to current active employees.</p> <p>Employees hired after 9/1/10: The City provides premium contribution pursuant to the PERS Vesting Schedule.</p>	<p>Employees hired prior to 9/1/10: The City provides identical benefits offered to current active employees, including premium contribution with an annual opportunity to Opt In to the PERS Vesting Schedule.</p> <p>Employees hired after 9/1/10: The City provides premium contribution pursuant to the PERS Vesting Schedule.</p>	<p>Employees hired prior to 9/1/10: The City provides identical benefits offered to current active employees, including premium contribution with an annual opportunity to Opt In to the PERS Vesting Schedule.</p> <p>Employees hired after 9/1/10: The City provides premium contribution pursuant to the PERS Vesting Schedule.</p>	<p>Employees hired prior to 9/1/10: The City provides identical benefits offered to current active employees, including premium contribution with an annual opportunity to Opt In to the PERS Vesting Schedule.</p> <p>Employees hired after 9/1/10: The City provides premium contribution pursuant to the PERS Vesting Schedule.</p>	<p>Employees hired prior to 9/1/10: The City provides identical benefits offered to current active employees, including premium contribution with an annual opportunity to Opt In to the PERS Vesting Schedule.</p> <p>Employees hired after 9/1/10: The City provides premium contribution pursuant to the PERS Vesting Schedule.</p>
<i>DEFERRED COMPENSATION</i>	457 plan available for EE contribution.	457 plan available for EE contribution.	457 plan available for EE contribution.	457 plan available for EE contribution.	457 plan available for EE contribution.
<i>SOCIAL SECURITY</i>	Do not participate.	Do not participate.	Do not participate.	Do not participate.	Do not participate.
<i>MEDICARE</i>	ER & EE each pay 1.45% of salary.	ER & EE each pay 1.45% of salary.	ER & EE each pay 1.45% of salary.	ER & EE each pay 1.45% of salary.	ER & EE each pay 1.45% of salary.
<i>SICK LEAVE - ACCRUAL</i>	8 hours per month (up to 10 days/yr may be used for family care).	8 hours per month (family care per Labor Code 233).	18.75 hours per month (family care per Labor Code 233).	8 hours per month (up to 10 days/yr may be used for family care).	8 hours per month (up to 10 days/yr may be used for family care).
<i>SICK LEAVE - INCENTIVE</i>	4 hrs vacation for no sick leave use in 6 continuous months.	4 hrs vacation for no sick leave use in 6 continuous months.	None.	4 hrs vacation for no sick leave use in 6 continuous months.	4 hrs vacation for no sick leave use in 6 continuous months.

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<i>ADMINISTRATIVE LEAVE</i>	<p><u>Dept Managers</u> - 12 days per year. Unused balance up to 64 hours may be cashed out.</p> <p><u>Mid-Managers</u> - 7.5 days per year. Unused balance up to 40 hours may be cashed out. Unused balance at end of the year is cashed out.</p> <p><u>Unrep/Non-Management</u> - None.</p>	None.	None.	None.	None.
<i>HOLIDAYS & HOLIDAY PAY</i>	11 observed holidays + 12 hours floating holiday.	<p><u>Sworn</u>: 1.3% holiday pay in lieu of 11 holidays + 11 hours of floating;</p> <p><u>Non-sworn</u>: 11 holidays + 2 hours floating.</p>	12 hours at 1-1/2 times basic hourly rate for 11 holidays + 4 hours floating paid in December each year.	11 observed holidays + 12 hours floating holiday.	11 observed holidays + 12 hours floating holiday.
<i>UNIFORM ALLOWANCE & SAFETY SHOES</i>	<p><u>Chief of Police & Commander</u>: same as PPEA</p> <p><u>WWTP and PW Managers</u>: \$200/year</p> <p><u>Fire Chief & Battalion Chief</u>: same as IAFF</p>	<p><u>Sworn</u>: \$1000/yr</p> <p><u>Non-sworn</u>: \$750/yr</p> <p><u>New officers/dispatchers</u>: One-time start up equal to annual benefit, plus new officers also receive \$250 for a Class A jacket.</p>	\$760/fy - FY 14/15 \$800/fy -- FY 15/16	\$200/yr for safety shoes	\$200/yr for safety shoes <u>CSO</u> : \$650/yr or provided uniform
<i>SAFETY EQUIPMENT ALLOWANCE</i>	<u>Chief of Police & Commander</u> : same as PPEA	<u>Sworn</u> : \$255/yr	None.	None.	<u>CSOs</u> : \$130/yr
<i>SHIFT DIFFERENTIAL</i>	None.	5% of base pay for 7pm-7am shift for sworn & Dispatchers (exemptions and additional details in MOU).	None.	None.	None.
<i>STANDBY PAY</i>	None.	None.	None.	Weekday: \$30/day Weekend: \$40/day Holiday: \$50/day	Weekday: \$30/day Weekend: \$40/day Holiday: \$50/day
<i>BEEPER PAY</i>	None.	None.	None.	\$250/mo for 4 positions (see MOU).	None.
<i>CALL BACK PAY</i>	None.	4 hour min. at OT rate.	3 hour min at OT rate.	3 hour min at OT rate.	3 hour min at OT rate.

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<i>OFF DUTY COURT TIME</i>	None.	Sworn: 4 hour min. at OT rate.	None.	Compensated; OT if applicable	CSO's receive 3 hour min (at OT rate if OT).
<i>DEGREE PAY</i> <i>(paid for degrees above classification requirements; only one incentive per eligible EE--this benefit is not compounded)</i>	Unrep/non-management - receive same as AFSCME.	AA or Intermediate POST: \$125/mo BA or Advanced POST: \$225/mo	Fire Officer Cert or 30 units: \$22.50/mo; AA/AS: \$75/mo; BA/BS: \$150/mo	AA/AS: \$75/mo BA/BS: \$150/mo	AA/AS: \$75/mo BA/BS: \$150/mo
<i>EDUCATION INCENTIVE</i> <i>(employees eligible following one year of service)</i>	Unrep/non-management - Receive same as AFSCME.	Reimbursement up to \$600/year following completion of 3+ units w/grade of C or better.	\$25/mo for 12 months following completion of 3+ units w/grade of C or better.	Reimbursement up to \$600/year following completion of 3+ units w/grade of C or better.	Reimbursement up to \$600/year following completion of 3+ units w/grade of C or better.
<i>ACTING PAY - WORKING IN HIGHER CLASSIFICATION</i>	Unrep/non-management - receive same as AFSCME.	<u>Sworn</u> : 5% for FTO or for work in higher classification <u>Non-sworn</u> : 5% for Disptacher Trainer	Battalion Chief pay: 10%; all other: step that provides at least 5% increase, so long as the range for the higher class is not exceeded.	Step that provides at least 5% salary increase, so long as the range for the higher class is not exceeded.	Step that provides at least 5% salary increase, so long as the range for the higher class is not exceeded.
<i>MEAL ALLOWANCE</i>	None.	\$10 when required to work more than 4 hrs prior to beginning or after completing regular shift.	None.	None.	\$10 when required to work more than 4 hrs prior to beginning or after completing regular shift, or working 6th or 7th day during any regular workweek.
<i>BILINGUAL PAY</i>	Unrep/non-management receive same as AFSCME.	None.	None.	10% of base pay for 30 days following each use of bilingual skills, after completing oral & written tests.	5% of base pay after completing oral & written tests.

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<i>OTHER</i>	Some Managers receive an auto allowance or a City assigned vehicle, per their employment contract. City-issued cell phone or \$60/month cell phone stipend.	Detectives: either 5% or 3% plus take-home vehicle; Canine Officer: 5%; Corporal: 5%; Motorcycle Traffic: 5%; Admin Sgt: 3%; SRO: 3%; Crime Prev Ofc/Sgt: 3%; Female Dispatchers receive \$25 per incident when called upon to assist with female prisoner, detainee or victim; Longevity pay after 15 years: 3%	Fire Apparatus Mechanic pay: \$250/mo; Fire Prevention Officer pay: \$250/mo; EMS Coordinator pay: \$250/mo. EMT1 Certification Differential: 2% (the base salaries include the differential)	Car Allowance: \$200/mo for 1 position (see MOU).	Pesticide App Lic: \$75/mo Agricultural Pest Control Lic: \$75/mo WWTP Operator Cert higher than required: \$75/mo Int'l Certified Blding Official Cert: \$75/mo ASE Refrigerant Recovery & Recycling Review Cert: \$75/mo Non-Sworn Evidence Collection: 5% for hours performing duty

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