

# Employee Benefit Matrix

Effective 1/1/09

The following benefits apply to ALL full-time regular employees (not RPT employees unless indicated):

- \*Employee Assistance Program (\$12.71 per month) all regular (full-time & part-time) employees
- \*Fitness Program all regular (full-time & part-time) employees
- \*Insurance: Medical (\$101.00 applied to employee premium) all regular (full-time & part-time) employees
- \*Insurance: Travel/Accident (City Paid)
- \*Medicare: City 1.45% & Employee 1.45% (Employees hired after 4/1/86 or miscellaneous employees opting to participate) all regular (full-time & part-time) employees
- \*Section 125: Premium Conversion, Dependent Care, Flexible Spending Account
- \*Step Advancement - 1 yr between all steps with satisfactory performance (does not apply to flat rate salaries) all regular (full-time & part-time) employees

The following benefits apply *only* to the labor groups indicated:

BENEFIT	RPT	GEM	MEA	Exec Mgmt	MPA	PLMA	Deputy Pol. Chief	Police Chief	MFFA	FMA	Asst. Fire Chief	*Fire Chief
<b>GENERAL</b>												
Advance Notice for Rate and Benefit Chgs		30 days	30 days (benefit chgs only)									
City Cemetary Services EE - resident rate 10 yrs. Service		Yes										
Physical Exam Reimb (per calendar yr)		\$100										
Safety Shoe Reimb		\$130; Tree Trimmer \$180										
Tuition Reimb (per fiscal yr)		\$1,000 (inc seminars)	\$1,000 (inc conferences)	\$1,000 (inc conferences)	\$2,000 (up to 30% for expenses)	\$900 (inc conferences)	\$2,000 (inc conferences)	\$1,000 (inc conferences)	\$500	\$1,000 (inc conferences)	\$1,000 (inc conferences)	\$1,000 (inc conferences)
Uniforms Provided		PW field svcs, Harbor								3 per calendar yr	3 per calendar yr	3 per calendar yr
Group Legal Services		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>INSURANCE</b>												
Dental (City pays 100% ee)		\$64.33	\$64.33	\$64.33	\$64.33	\$64.33	\$64.33	\$64.33	\$64.33	\$64.33	\$64.33	\$64.33
Dental Plan D (\$3,000 Ortho for all; sealant; \$2500 max)		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Health Plan Spending Fund	\$175.00 O \$340.00 E	\$548.29 O \$548.29 E/O \$1099.00 L \$999.00 E/1 \$1198.00 E/2	\$548.00 O \$595.00 E/O \$975.00 E/1 \$1175.00 E/2	\$646.56 O \$693.56 E/O \$1070.00 E/1 \$1260.00 E/2	\$470.74 O \$501.00 E/O \$1099.00 L \$969.00 E/1 \$1198.00 E/2	\$450.00 O \$475.00 E/O \$999.00 E/1 \$1198.00 E/2	\$450.00 O \$475.00 E/O \$999.00 E/1 \$1198.00 E/2	\$646.56 O \$693.56 E/O \$1070.00 E/1 \$1260.00 E/2	\$452.17 O \$540.17 E/O \$1022.00 E/1 \$1228.00 E/2	\$354.09 O \$420.00 E/O \$1022.00 E/1 \$1228.00 E/2	\$354.09 O \$420.00 E/O \$1022.00 E/1 \$1228.00 E/3	\$646.56 O \$693.56 E/O \$1070.00 E/1 \$1260.00 E/2

<b>Life - Basic</b> (City Paid: \$.23 per \$1000)		\$20,000	\$50,000	\$65,000	\$20,000	\$30,000	\$40,000	\$65,000	\$10,000	\$10,000	\$10,000	\$65,000
<b>Life - Supplemental</b> (ee paid)		At least \$50,000	At least \$50,000	At least \$50,000	At least \$50,000	At least \$50,000	At least \$50,000	At least \$50,000	At least \$50,000	At least \$50,000	At least \$50,000	At least \$50,000
<b>ST/LTD Plan</b>	Yes, (effec. 1/1/04)	Yes (effec. 10/1/00)	Yes (effec. 8/1/00)	Yes (effec. 8/1/00)		Yes (effec. 10/1/01)	Yes (effec. 10/1/01)	Yes (effec. 8/1/00)			Yes (effec. 1/1/09)	Yes (effec. 8/1/00)
<b>Vision Plan B</b> - 100% ee and depend; Includes \$105 contact lense allow (City Paid \$20.23/mo)		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

**LEAVES**

<b>Bereavement</b> per calendar yr (Sick leave)	40 hrs	40 hrs	40 hrs	40 hrs	40 hrs	40 hrs	40 hrs	40 hrs	56 hrs	40 or 56 hrs (depends on schedule)	40 hrs	40 hrs
<b>Catastrophic Leave</b>		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>Critical Illness</b> per calendar yr (Sick leave)	32 hrs	40 hrs	40 hrs	40 hrs	40 hrs	32 hrs	32 hrs	40 hrs	44.75 hrs	32 or 44.75 hrs (depends on schedule)	32	40 hrs
<b>CTO - Max accum</b>		40 hrs			80 hrs.				128 hrs (CTO & Hldy comb)			
<b>CTO - Balance Payoff</b>		Yes, in Nov (carryover limit 40 hours)			Yes, in Nov (carryover limit 80 hours)							
<b>Duty Credit System</b>						Yes						
<b>Family Sick</b> per calendar yr (Sick leave)	48 hrs	48 hrs	48 hrs	48 hrs	48 hrs	48 hrs	48 hrs	48 hrs	72 hrs	72 or 48 hrs (depends on schedule)	48 hrs	48 hrs
<b>Floating Holiday</b>		8 hrs	8 hrs	8 hrs	8 hrs	8 hrs	8 hrs	8 hrs				8 hrs
<b>Floating Holiday - Max acc.</b>		40 hrs	40 hrs	40 hrs	40 hrs	40 hrs	40 hrs	40 hrs				40 hours
<b>Holiday - Max accumulation</b>	40 hrs	40 hrs	40 hrs	40 hrs	80 hrs	80 hrs	80 hrs	40 hrs	128 hrs (CTO & Hldy comb)	40 or 56 hrs (depends on schedule)	40 hrs	40 hrs
<b>Holiday - Balance Payoff</b>			Yes, in July	Yes, in July				Yes, in July				Yes, in July
<b>Management Leave</b>			40 hours	40 hours		40 hours	40 hours	40 hours		40 hours	40 hours	40 hours

<b>Minimum Leave Events</b>	15 mins	15 mins	15 mins	15 mins	15 mins	15 mins	15 mins	15 mins	4 hours (except sick 15 minutes)	15 mins	15 mins	15 mins
<b>Personal Leave</b> - per calendar yr (Sick Leave Bank; Addtl criteria)		24 hrs	24 hrs	24 hrs	24 hrs	24 hrs	24 hrs	24 hrs		24 hrs	24 hrs	24 hrs
<b>Sick Leave</b> - Payout (criteria met)					25% 15-19 yrs., 50% 20 + yrs.	50% 20+ yrs	50% 20+ yrs	50% 20+ yrs	40% 20+ yrs	50% 20+ yrs	50% 20+ yrs	50% 20+ yrs
<b>Sick Leave</b> - Payout for Industrial Disability Retirement					No (Hired after 1/1/99)	No (hired/promot ed after 12/1/98)	No (hired/promot ed after 12/1/98)	No	No (hired after 3/1/00)	No (Hired/Promo ted after 5/7/97)	No	No
<b>Union Leave Bank</b>									Yes			
<b>Vacation Accrual</b> - 20+ years	138 hrs./yr.	184 hrs./yr.	184 hrs./yr.	184 hrs./yr.	184 hrs./yr.	184 hrs./yr.	184 hrs./yr.	184hrs./yr.	256 hrs./hr.	184 hrs yr (40) 256 hr yr (56)	184 hrs./yr.	184 hrs./yr.
<b>Vacation Payout</b> - in January	over 320 hrs	over 320 hrs	over 320 hrs	over 320 hrs	over 320 hrs	over 320 hrs	over 320 hrs	over 320 hrs	over 448 hrs (except Deputy Fire Marshall 320)	Over 320 or 448 hrs (depends on schedule)	over 320 hrs	over 320 hrs
<b>Voluntary Unpaid Leave</b>		20 hrs	40 hrs	80 hrs	80 hrs. (fiscal year)	40 hrs	40 hrs	80 hrs		40 or 56 hrs (depends on schedule)	40 hrs	80 hrs

**PAY TYPES**

<b>Bi-lingual Pay</b>					5%							
<b>Car Allowance</b> (monthly)		*See last page for list	*See last page for list	\$250								\$250
<b>Continuing Educational Incentive Pay</b>		BA/BS 5% MA 7.5%			AA/AS 2.5%, BA/BS 5%, MA 7.5%					BA/BS 5% MA 7.5%		
<b>Differential - Class B License</b>		\$.60/hr (designated PW ees)										
<b>Differential - Police</b>					See list Section 14 of MOU							
<b>Differential - Police (Shift)</b>					2.5% Swing, 5% Graveyrd							



<b>Tool Allowance</b>		Mechanics only \$40/month										
<b>Uniform Allowance (monthly)</b>		Parking (no clerical), Pol Serv Tech, Pol Interns \$60; Facility Wkrs \$10			K9, Traffic, CAT \$145.00; All Other \$105.00	\$105.00	\$105.00	\$100.00	\$90			
<b>Uniform Allowance (one time payment of \$450 to apply to uniform/equipment purchase)</b>					Traffic, CAT, K9							

**RETIREMENT**

<b>Deferred Comp (City Paid)</b>		\$50/mo (if ee matches)	\$60/mo (if ee matches)	\$60/mo (if ee matches)	\$25/mo (if ee matches)	\$30/mo (if ee matches)	\$30/mo (if ee matches)	\$60/mo (if ee matches)	\$25/mo (if ee matches)	\$45/mo (if ee matches)	\$45/mo (if ee matches)	\$60/mo (if ee matches)
<b>PERS - 2.7% @ 55</b>	Yes (effec. 2/16/08)	Yes (effec. 2/16/08)	Yes (effec. 2/16/08)	Yes (effec. 2/16/08)								
<b>PERS - 3% @ 50</b>					Yes (effec. 10/16/02)	Yes (effec. 10/16/02)	Yes (effec. 10/16/02)	Yes (effec. 10/16/02)	Yes (effec. 7/1/02)	Yes (effec. 7/1/02)	Yes (effec. 7/1/02)	Yes (effec. 7/1/02)
<b>PERS - Employer Contrib</b>	17.158%	17.158%	17.158%	17.158%	26.278%	26.278%	26.278%	26.278%	26.278%	26.278%	26.278%	26.278%
<b>PERS - Employee Deduct</b>	8.0%	8.0%	8.0%	8.0%	9%	9%	9%	9%	9%	9%	9%	9%
<b>PERS - Special compensation for salary types designated by PERS</b>		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>PERS - Indexed Level Survivor Benefits</b>					Yes (effec. 10/16/02)	Yes (effec. 10/16/02)	Yes (effec. 10/16/02)	Yes (effec. 10/16/02)	Yes (effec. 7/19/02)	Yes (effec. 7/19/02)	Yes (effec. 7/19/02)	Yes (effec. 7/19/02)
<b>PERS - Level 4 Survivor Benefits</b>	Yes	Yes	Yes	Yes								
<b>Retirement Health Savings Plan (Employer Cont.)</b>	No	No	No	No	\$50/mo. City contribution (payable 10 yrs. Service)	\$50/mo. City contribution (payable 10 yrs. Service)	\$50/mo. City contribution (payable 10 yrs. Service)	No	\$50/mo. City contribution (payable 10 yrs. Service)	\$50/mo. City contribution (payable 15 yrs. Service)	\$50/mo. City contribution (payable 15 yrs. Service)	No
<b>Retirement Health Savings Plan (voluntary)</b>	No	No	No	No	Upon IRS approval	Upon IRS approval	Upon IRS approval	No	No	No	No	No

**TIME ISSUES**

<b>Callback</b>		2 hr min			4 hr min							
<b>Court Time</b>					4 hr min							

<b>Fire Call</b>									2 hr min			
<b>Outside Services</b> - dances, etc					4 hr min							
<b>Outside Services</b> - traffic					4 hr min							

			Labor Group	Monthly Allowance
*Car Allowance				
Property & Housing Manager			MEA	\$0.00
Community Ctr Directors			GEM	\$66.38
Recreation Superintendents			MEA	\$66.38
Harbormaster			MEA	\$48.00
Information Services Manager			MEA	\$0.00
Construction Manager			MEA	\$0.00

<b>MOU Expiration Dates:</b>	
MFFA	12/31/2009
PLMA	6/30/2011
MPA	6/30/2011
FMA	12/31/2009
GEM:	6/30/2011
MEA:	6/30/2011