



2016 City of San Rafael Benefits Summary

The information listed below is intended to be a brief overview. Please refer to the specific bargaining group MOU for detailed information.

Bargaining Unit	Retirement	Retiree Health	Health Benefits <i>(pro-rated for part-time employees)</i>	Life Insurance / Long-term Disability	Other Incentives / Specialty Pay, etc.	Holidays and Leave Time	125 Plan	Employee Assistance Program
Management (Unrepresented) July 1, 2014 to June 30, 2016 (3% Salary Increase eff. 7/1/15)	Marin County Retirement 2.7% at 55 EE hired on or after 1/1/11, 2%@55 based on the average of highest three years of compensation PEPPRA guidelines for employees hired on and after 1/1/13	PEMHCA min. for Managers hired on or after 1/1/09 Annual conversion of 50 hours of sick time on July 1 st to a retiree health trust (employee must have a remaining balance of 75 hours of sick leave). No dependent or Medicare coverage / premiums	Cafeteria Plan with a MONTHLY flex dollar allowance as follows: <u>EE only: \$618.49</u> <u>EE+1: \$1236.97</u> <u>EE+Family: \$1608.07</u> Flex dollar allowance increases on Dec 15 th by the healthcare component of the CPI, not to exceed 3% for any given year Cash in Lieu: <u>\$618.49/mo</u>	City-paid Basic Life of \$250,000 Employee may purchase additional Voluntary Life Insurance up to \$500,000. Employee may purchase Voluntary coverage for Spouse and Unmarried Dependent Children LTD: Benefit of 2/3 employee's monthly salary up to a \$7500/mo.	Management Allowance: Rolled in to Base Salary eff 9/16/15 Car Allowance: \$350/month	Holidays: <u>11 holidays</u> , plus <u>2 floating days</u> per year Admin Leave: <u>7 days per calendar year</u> (prorated based on hire date); does not carry over to next year Vacation: <u>15 days/year for the first 5 years;</u> increases annually to a maximum of 25 days per year	Employee may elect pre-tax deductions for eligible medical- related expenses up to a max of \$2550/yr. Employee may elect pre-tax deductions for eligible dependent care expenses up to a max of \$5000/yr.	Up to 8 visits per year, per incident for employee and family members
	Employee pays 100% of EE Share <i>plus</i> an additional 1% of pensionable compensation towards normal cost of pension.	Managers hired on or after 4/1/07 receive \$600/mo if retiring directly into MCERA. No dependent or Medicare coverage / premiums)	Dental: Fully paid Employee and family covered up to \$1500/yr per enrollee			Vac Cash-In: 52.50 hrs. in any one twelve month period		
	Service Credit for Sick Leave: Employees hired before 6/30/09 can receive service credit for all accrued, unused sick leave	Managers hired prior to 4/1/07 receive same premium rate as active employees (including dependent coverage), plus Medicare Plan B standard premium	Vision: Employee + dependents			Sick Leave: 12 days/year		
	Deferred Comp:					Sick Leave Cash-In option		

Bargaining Unit	Retirement	Retiree Health	Health Benefits <i>(pro-rated for part-time employees)</i>	Life Insurance / Long-term Disability	Other Incentives / Specialty Pay, etc.	Holidays and Leave Time	125 Plan	Employee Assistance Program
	EE option; no City contribution					upon termination		
Mid-Management (Unrepresented) July 1, 2014 to June 30, 2016 (3% Salary Increase eff. 7/1/15)	Marin County Retirement 2.7% at 55 EE hired on or after July 1, 2011, 2% @ 55 based on the average of highest three years of compensation PEPPRA guidelines for employees hired on and after 1/1/13 Employee pays 100% of EE Share plus an additional 1% of pensionable compensation towards normal cost of pension. Service Credit for Sick Leave: Employees hired before 6/30/09 can receive service credit for all accrued, unused sick leave Deferred Comp: EE option; no City contribution	PEMHCA min. for Mid-Managers hired on or after 1/1/09 Annual conversion of 50 hours of sick time on July 1 st to a retiree health trust (employee must have a remaining balance of 75 hours of sick leave). No dependent or Medicare coverage / premiums Mid-Managers hired on or after 4/1/07 receive \$600/mo if retiring directly into MCERA. No dependent or Medicare coverage / premiums Mid-Managers hired prior to 4/1/07, and who retire <i>after</i> 12/1/01 receive same premium rate as active employees (including dependent coverage), plus Medicare Plan B standard premium	Cafeteria Plan with a MONTHLY flex dollar allowance as follows: <u>EE only: \$618.49</u> <u>EE+1: \$1236.97</u> <u>EE+Family: \$1608.07</u> Flex dollar allowance increases on Dec 15 th by the healthcare component of the CPI, not to exceed 3% for any given year Cash in Lieu: <u>\$618.49/mo</u> Dental: Fully paid Employee and family covered up to \$1500/yr per enrollee Vision: Employee + dependents	City-paid Basic Life of \$150,000 Employee may purchase additional Voluntary Life Insurance up to \$500,000. Employee may purchase Voluntary coverage for Spouse and Unmarried Dependent Children LTD: Benefit of 2/3 employee's monthly salary up to \$7500/mo.	Management Allowance: Rolled in to Base Salary eff 9/16/15 Uniform Allowance: \$445/yr for Deputy Fire Marshall	Holidays: <u>11 holidays</u> , plus <u>2 floating days</u> per year Admin Leave: <u>7 days per calendar year</u> (prorated based on hire date); does not carry over to next year Vacation: <u>15 days/year for the first 5 years;</u> increases annually to a maximum of 25 days per year Vac Cash-In: 52.50 hrs. in any one twelve month period Sick Leave: 12 days/year Sick Leave Cash-In option upon	Employee may elect pre-tax deductions for eligible medical-related expenses up to a max of \$2550/yr. Employee may elect pre-tax deductions for eligible dependent care expenses up to a max of \$5000/yr.	Up to 8 visits per year, per incident for employee and family members

Bargaining Unit	Retirement	Retiree Health	Health Benefits <i>(pro-rated for part-time employees)</i>	Life Insurance / Long-term Disability	Other Incentives / Specialty Pay, etc.	Holidays and Leave Time	125 Plan	Employee Assistance Program
						termination		
<p>PEU Local 1 - Confidential</p> <p>July 1, 2014 to June 30, 2016</p> <p>(3% Salary Increase eff. 7/1/15)</p>	<p>Marin County Retirement 2.7% at 55</p> <p>Employees hired on or after July 1, 2011, 2% at 55 based on the average of highest three years of compensation</p> <p>PEPRA guidelines for employees hired on and after 1/1/13</p> <p>Employee pays 100% of Employee Share <i>plus</i> an additional 1% of pensionable compensation towards normal cost of pension.</p> <p>Service Credit for Sick Leave: Employees hired before July 1, 2009, can receive service credit for all accrued, unused sick leave</p>	<p>PEMHCA minimum for employees hired on or after 1/1/10. Annual conversion of 50 hours of sick time on July 1st to a retiree health trust (employee must have a remaining balance of 75 hours of sick leave).</p> <p>\$659/month for employees hired prior to 1/1/10.</p>	<p>Cafeteria Plan with a MONTHLY flex dollar allowance as follows: <u>EE only: \$868.29</u> <u>EE+1: \$1427.07</u> <u>EE+Family: \$1548.78</u></p> <p>Flex dollar allowance increases on Dec 15th each year by 3%</p> <p>Cash in Lieu: <u>\$300.00/mo</u></p> <p>Dental: Fully paid Employee and family covered up to \$1500/yr per enrollee</p> <p>Vision: EE only. <i>Employee may purchase vision insurance for dependents.</i></p>	<p>City-paid Basic Life of \$5,000</p> <p>Employee may purchase additional Voluntary Life Insurance up to \$500,000. Employee may purchase Voluntary coverage for Spouse and Unmarried Dependent Children</p> <p>LTD: Benefit of 2/3 employee's monthly salary up to \$1000/month</p>	<p>Confidential Pay is included in the base salary</p> <p>Bilingual Pay: \$150 per month</p> <p>Deferred Compensation: 1% of pensionable compensation</p>	<p>Holidays: <u>11 holidays</u>, plus <u>2 floating days</u> per year</p> <p>Vacation: <u>10 days/year for the first 3 years;</u> incremental increases annually to a maximum of 25 days per year</p> <p>Vac Cash-In: Seven days of vacation in any one twelve month period</p> <p>Sick Leave: 12 days/year</p> <p>Sick Leave Cash-In option upon termination</p>	<p>Employee may elect pre-tax deductions for eligible medical-related expenses up to a max of \$2550/yr.</p> <p>Employee may elect pre-tax deductions for eligible dependent care expenses up to a max of \$5000/yr.</p>	<p>Up to 8 visits per year, per incident for employee and family members</p>

Bargaining Unit	Retirement	Retiree Health	Health Benefits <i>(pro-rated for part-time employees)</i>	Life Insurance / Long-term Disability	Other Incentives / Specialty Pay, etc.	Holidays and Leave Time	125 Plan	Employee Assistance Program
	<p>Deferred Comp: 1% of compensable income + 1.06% of base salary</p>							
<p>San Rafael Fire Association</p> <p>July 1, 2014 to June 30, 2016 (3% Salary Increase eff. 7/1/15)</p>	<p>Marin County Retirement 3% at 55 (Safety) 2.7% at 55 (Misc.)</p> <p>Employees hired on or after July 1, 2011, 3% at 55 based on the average of highest three years of compensation</p> <p>PEPRA guidelines for employees hired on and after 1/1/13</p> <p>Employee pays 100% of Employee Share <i>plus</i> an additional 1% of pensionable compensation towards normal cost of pension.</p> <p>Service Credit for Sick Leave: Employees retiring on or after July 1, 1999 can receive service credit for</p>	<p>PEMHCA minimum for employees hired on or after 1/1/10. City shall match employee contribution of 2% of top step Firefighter salary to Retiree HRA.</p> <p>\$557/month for employees hired prior to 1/1/10.</p>	<p>Cafeteria Plan with a MONTHLY flex dollar allowance of \$655.00/month</p> <p>Cash in Lieu: <u>\$655.00/mo</u></p> <p>Dental: <u>Fully paid</u> Employee and family covered up to \$1500/yr per enrollee</p>	<p>City-paid Basic Life of \$5,000</p> <p>Employee may purchase additional Voluntary Life Insurance up to \$500,000. Employee may purchase Voluntary coverage for Spouse and Unmarried Dependent Children</p>	<p>Educational Incentive: <u>2.5% for 30 college units</u> in Fire Science or Fire Technology; <u>5% for AA or AS</u></p> <p>EMT I Certification: 2.5% of base pay</p> <p>Paramedic Incentive included in base pay</p> <p>Uniform Allowance: \$425/yr</p>	<p>Holidays: 13 holidays/yr</p> <p>Vacation: <u>10 days/year for the first 3 years;</u> incremental increases annually to a maximum of 25 days per year</p> <p>Sick Leave: 12 days/year</p> <p>Sick Leave Cash-In option upon termination</p>	<p>Employee may elect pre-tax deductions for eligible medical-related expenses up to a max of \$2550/yr.</p> <p>Employee may elect pre-tax deductions for eligible dependent care expenses up to a max of \$5000/yr.</p>	<p>Up to 8 visits per year, per incident for employee and family members</p>

Bargaining Unit	Retirement	Retiree Health	Health Benefits <i>(pro-rated for part-time employees)</i>	Life Insurance / Long-term Disability	Other Incentives / Specialty Pay, etc.	Holidays and Leave Time	125 Plan	Employee Assistance Program
	<p>all accrued, unused sick leave</p> <hr/> <p>Deferred Comp: EE option; no City contribution</p>							
<p>San Rafael Fire Chief Officers' Association</p> <p>July 1, 2014 to June 30, 2016 (3% Salary Increase eff. 7/1/15)</p>	<p>Marin County Retirement 3% at 55 (Safety)</p> <p>Employees hired on or after July 1, 2011, 3% at 55 based on the average of highest three years of compensation</p> <p>PEPRA guidelines for employees hired on and after 1/1/13</p> <hr/> <p>Employee pays 100% of Employee Share <i>plus</i> an additional 1% of pensionable compensation towards normal cost of pension.</p> <hr/> <p>Service Credit for Sick Leave: Employees retiring on or after</p>	<p>PEMHCA minimum for employees hired on or after 1/1/10. City shall match employee contribution of 2% of top step Firefighter salary to Retiree HRA.</p> <hr/> <p>\$557/month for employees hired prior to 1/1/10.</p>	<p>Cafeteria Plan with a MONTHLY flex dollar allowance of \$1142.00/month</p> <hr/> <p>Cash in Lieu: <u>\$1142.00/mo.</u></p> <hr/> <p>Dental: <u>Fully paid</u> Employee and family covered up to \$1500/yr per enrollee</p>	<p>City-paid Basic Life of \$150,000</p> <p>Employee may purchase additional Voluntary Life Insurance up to \$500,000. Employee may purchase Voluntary coverage for Spouse and Unmarried Dependent Children</p>	<p>Educational Incentive is included in the base salary</p> <hr/> <p>Uniform Allowance: \$900/yr</p> <hr/> <p>Boot Allowance: \$160 every 2 yrs</p> <hr/> <p>Deferred Compensation: 0.83% of base salary</p>	<p>Holidays: 13 holidays/yr</p> <hr/> <p>Vacation: <u>15 days/year for the first 5 years;</u> incremental increases annually to a maximum of 25 days per year</p> <hr/> <p>Sick Leave: 12 days/year</p> <hr/> <p>Sick Leave Cash-In option upon termination</p> <hr/> <p>Admin Leave: <u>7 days per calendar year</u></p>	<p>Employee may elect pre-tax deductions for eligible medical-related expenses up to a max of \$2550/yr.</p> <hr/> <p>Employee may elect pre-tax deductions for eligible dependent care expenses up to a max of \$5000/yr.</p>	<p>Up to 8 visits per year, per incident for employee and family members</p>

Bargaining Unit	Retirement	Retiree Health	Health Benefits <i>(pro-rated for part-time employees)</i>	Life Insurance / Long-term Disability	Other Incentives / Specialty Pay, etc.	Holidays and Leave Time	125 Plan	Employee Assistance Program
	<p>February 1, 2007 can receive service credit for all accrued, unused sick leave</p> <hr/> <p>Deferred Comp: .83% of base salary</p>							
<p>San Rafael Police Association</p> <p>July 1, 2014 to June 30, 2016</p> <p>(3% Salary Increase eff. 7/1/15)</p>	<p>Marin County Retirement 3% at 55 (Safety) 2.7% at 55 (Misc.)</p> <p>Employees hired on or after July 1, 2011: 3% at 55 (safety) 2% at 55 (Misc) average of 3 highest years, 2% COLA cap</p> <p>PEPRA guidelines for employees hired on and after 1/1/13</p> <hr/> <p>Employee pays 100% of Employee Share <i>plus</i> an additional 1% of pensionable compensation towards normal cost of pension.</p>	<p>PEMHCA minimum for employees hired on or after 1/1/10. Annual conversion of 50 hours of sick time on July 1st to a retiree health trust (employee must have a remaining balance of 75 hours of sick leave).</p> <hr/> <p>\$386/month for employees hired prior to 1/1/10.</p>	<p>Cafeteria Plan with a MONTHLY flex dollar allowance as follows: <u>EE only: \$736.00</u> <u>EE+1: \$1473.00</u> <u>EE+Family: \$1915.00</u></p> <p>Cash in Lieu: <u>\$300.00/mo.</u></p> <hr/> <p>Dental: <u>Fully paid</u> Employee and family covered up to \$1500/yr per enrollee</p> <hr/> <p>Vision: EE only. <i>Employee may purchase vision insurance for dependents.</i></p>	<p>City-paid Basic Life of \$5,000</p> <p>Employee may purchase additional Voluntary Life Insurance up to \$500,000. Employee may purchase Voluntary coverage for Spouse and Unmarried Dependent Children</p> <hr/> <p>LTD: Benefit of 2/3 employee's monthly salary up to \$1000/month</p>	<p>Educational Reimbursement: Up to \$1500/year</p> <hr/> <p>Bilingual Pay: Expert – 10% Full Fluency – 5% Conversational – 2.5% of base pay</p> <hr/> <p>Uniform Allowance: \$750/yr for Sworn \$650/yr for Non-Sworn</p> <hr/> <p>Shift Differential: 3% or 5% of base salary</p> <hr/> <p>See MOU for other incentive pay</p>	<p>Holidays: 13 holidays/yr</p> <hr/> <p>Vacation: <u>10 days/year for the first 3 years;</u> incremental increases annually to a maximum of 25 days per year</p> <hr/> <p>Vac Cash-In: Seven days of vacation in any one twelve month period</p> <hr/> <p>Sick Leave: 12 days/year</p> <hr/> <p>Sick Leave Cash-In option upon termination</p>	<p>Employee may elect pre-tax deductions for eligible medical-related expenses up to a max of \$2550/yr.</p> <hr/> <p>Employee may elect pre-tax deductions for eligible dependent care expenses up to a max of \$5000/yr.</p>	<p>Up to 8 visits per year, per incident for employee and family members</p>

Bargaining Unit	Retirement	Retiree Health	Health Benefits <i>(pro-rated for part-time employees)</i>	Life Insurance / Long-term Disability	Other Incentives / Specialty Pay, etc.	Holidays and Leave Time	125 Plan	Employee Assistance Program
	<p>Service Credit for Sick Leave: Employees retiring on or after January 1, 2003, can receive service credit for all accrued, unused sick leave</p> <hr/> <p>Deferred Comp: EE option; no City contribution</p>							
<p>San Rafael Police Mid-Management Association</p> <p>July 1, 2014 to June 30, 2016</p> <p>(3% Salary Increase eff. 7/1/15)</p>	<p>Marin County Retirement 3% at 55</p> <p>Employees hired on or after July 1, 2011, 3% at 55 based on the average of highest three years of compensation</p> <p>PEPRA guidelines for employees hired on and after 1/1/13</p> <p>Employee pays 100% of Employee Share <i>plus</i> an additional 1% of pensionable compensation towards normal cost of pension.</p>	<p>PEMHCA minimum for employees hired on or after 1/1/10.</p> <hr/> <p>\$566/month for employees hired prior to 1/1/10.</p>	<p>Cafeteria Plan with a MONTHLY flex dollar allowance as follows: <u>EE only: \$813.18</u> <u>EE+1: \$1473.00</u> <u>EE+Family: \$1915.00</u></p> <p>No Cash in Lieu</p> <hr/> <p>Dental: Fully paid Employee and family covered up to \$1500/yr per enrollee</p> <hr/> <p>Vision: EE only. Employee may purchase vision insurance for dependents.</p>	<p>City-paid Basic Life of \$150,000</p> <p>Employee may purchase additional Voluntary Life Insurance up to \$500,000. Employee may purchase Voluntary coverage for Spouse and Unmarried Dependent Children</p> <hr/> <p>LTD: Benefit of 2/3 employee's monthly salary up to \$7500/mo.</p>	<p>Educational Incentive is included in the base salary</p> <hr/> <p>Bilingual Pay: 5% for Full Fluency 2.5% for Conversational Fluency</p> <hr/> <p>Uniform Allowance: \$1060/year</p> <hr/> <p>Shift Differential: 5% of base salary Deferred Compensation: 0.26% of base salary</p>	<p>Holidays: 13 holidays/yr</p> <hr/> <p>Vacation: 15 days/year for the first 5 years; incremental increases annually to a maximum of 25 days per year</p> <hr/> <p>Sick Leave: 12 days/year</p> <hr/> <p>Sick Leave Cash-In option upon termination</p> <hr/> <p>Admin Leave: 80 hours per calendar year</p>	<p>Employee may elect pre-tax deductions for eligible medical-related expenses up to a max of \$2550/yr.</p> <hr/> <p>Employee may elect pre-tax deductions for eligible dependent care expenses up to a max of \$5000/yr.</p>	<p>Up to 8 visits per year, per incident for employee and family members</p>

Bargaining Unit	Retirement	Retiree Health	Health Benefits <i>(pro-rated for part-time employees)</i>	Life Insurance / Long-term Disability	Other Incentives / Specialty Pay, etc.	Holidays and Leave Time	125 Plan	Employee Assistance Program
	<p>Service Credit for Sick Leave: Employees retiring on or after July 1, 2002, can receive service credit for all accrued, unused sick leave</p> <hr/> <p>Deferred Comp: .26% of base salary</p>							
<p>SEIU Local 1021</p> <p>July 1, 2015 to June 30, 2016</p> <p>(3% Salary Increase eff. 7/16/15)</p>	<p>Marin County Retirement 2.7% at 55</p> <p>Employees hired on or after July 1, 2011, 2% at 55 based on the average of highest three years of compensation</p> <p>PEPRA guidelines for employees hired on and after 1/1/13</p> <p>Employee pays 100% of Employee Share</p> <hr/> <p>Service Credit for Sick Leave: Employees hired before July 1,</p>	<p>PEMHCA minimum for employees hired on or after 1/1/10. Annual conversion of 50 hours of sick time on July 1st to a retiree health trust (employee must have a remaining balance of 75 hours of sick leave).</p> <hr/> <p>\$752/month for employees hired prior to 1/1/10.</p>	<p>Cafeteria Plan with a MONTHLY flex dollar allowance as follows: <u>EE only: \$735.88</u> <u>EE+1: \$1351.44</u> <u>EE+Family: \$1480.90</u></p> <p>Flex dollar allowance increases each year by up to 3%, not to exceed the Kaiser premium.</p> <hr/> <p>Cash in Lieu: <u>\$300.00/mo</u> <i>Prorated for PT employees</i></p> <hr/> <p>Dental: <u>Fully paid</u> Employee and family covered up to \$1500/yr per enrollee</p>	<p>City-paid Basic Life of \$5,000</p> <p>Employee may purchase additional Voluntary Life Insurance up to \$500,000. Employee may purchase Voluntary coverage for Spouse and Unmarried Dependent Children</p> <hr/> <p>LTD: Benefit of 2/3 employee's monthly salary up to \$1000/month</p>	<p>Educational Reimbursement: \$200/yr for Misc. members; \$225/yr for Supervisory Unit</p> <hr/> <p>Bilingual Pay: \$150 per month</p> <hr/> <p>Please see MOU for classifications that receive the following allowances:</p> <p>Uniform Allowance: \$315/yr or \$445/yr</p> <p>Safety Shoe Allowance: \$200/yr</p>	<p>Holidays: <u>11 holidays</u>, plus <u>2 floating days</u> per year</p> <hr/> <p>Vacation: <u>10 days/year for the first 3 years;</u> incremental increases annually to a maximum of 25 days per year</p> <hr/> <p>Vac Cash-In: Seven days of vacation in any one twelve month period</p> <hr/> <p>Sick Leave: 12 days/year</p>	<p>Employee may elect pre-tax deductions for eligible medical-related expenses up to a max of \$2550/yr.</p> <hr/> <p>Employee may elect pre-tax deductions for eligible dependent care expenses up to a max of \$5000/yr.</p>	<p>Up to 8 visits per year, per incident for employee and family members</p>

Bargaining Unit	Retirement	Retiree Health	Health Benefits <i>(pro-rated for part-time employees)</i>	Life Insurance / Long-term Disability	Other Incentives / Specialty Pay, etc.	Holidays and Leave Time	125 Plan	Employee Assistance Program
	<p>2009, can receive service credit for all accrued, unused sick leave</p> <hr/> <p>Deferred Comp: Employee option; no City contribution</p>		<hr/> <p>Vision: EE only. Employee may purchase vision insurance for dependents.</p>		<p>Uniform Jacket Cleaning Allowance: \$120/yr</p> <p>Mechanical Tool Allowance: \$400/yr</p>	<p>Sick Leave Cash-In option upon termination</p> <hr/>		
<p>SEIU Childcare</p> <p>November 1, 2015 to October 31, 2016</p> <p>(3% Salary Increase)</p> <p>*Please check MOU for FTE eligibility and pro rata guidelines for payment of benefits</p>	<p>Marin County Retirement 2.7% at 55 for employees who are at least 75% FTE; all other employees shall be enrolled in PARS</p> <p>EE hired on or after 1/1/12, 2%@55 based on the average of highest three years of compensation</p> <p>PEPRA guidelines for employees hired on and after 1/1/13</p> <hr/> <p>Employee pays 100% of EE Share. EE 75%+ FTE contribute an additional 1% of pensionable compensation towards normal cost of pension.</p>	<p>PEMHCA minimum for employees hired on or after 1/1/10. Annual conversion of 50 hours of sick time on July 1st to a retiree health trust (employee must have a remaining balance of 75 hours of sick leave).</p> <hr/> <p>\$543/month for employees hired prior to 1/1/10.</p>	<p>Cafeteria Plan with a MONTHLY flex dollar allowance as follows: <u>EE only: \$745.00</u> <u>EE+1: \$1056.00</u> <u>EE+Family: \$1083.00</u></p> <p>Cash in Lieu: <u>\$300.00/mo</u> <i>Prorated for PT employees</i></p> <hr/> <p>Dental: Fully paid* Employee and family covered up to \$1500/yr per enrollee</p> <p><i>*City pays \$70 towards the premium for part-time employees</i></p> <hr/> <p>Vision: EE only. Employee may purchase vision insurance for</p>	<p>City-paid Basic Life of \$5,000</p> <p>Employee may purchase additional Voluntary Life Insurance up to \$500,000. Employee may purchase Voluntary coverage for Spouse and Unmarried Dependent Children</p> <hr/> <p>LTD: Benefit of 2/3 employee's monthly salary up to \$1000/month</p>	<p>Educational Reimbursement: Up to \$300/year</p> <p>Up to \$60/year for professional membership dues</p>	<p>Holidays: <u>11 holidays/yr</u></p> <hr/> <p>Vacation: <u>10 days/year for the first 3 years;</u> incremental increases annually to a maximum of 25 days per year</p> <hr/> <p>Vac Cash-In: Seven days of vacation in any one twelve month period</p> <hr/> <p>Sick Leave: 12 days/year</p> <hr/> <p>Sick Leave Cash-In option upon termination</p>	<p>Employee may elect pre-tax deductions for eligible medical-related expenses up to a max of \$2550/yr.</p> <hr/> <p>Employee may elect pre-tax deductions for eligible dependent care expenses up to a max of \$5000/yr.</p>	<p>Up to 8 visits per year, per incident for employee and family members</p>

Bargaining Unit	Retirement	Retiree Health	Health Benefits <i>(pro-rated for part-time employees)</i>	Life Insurance / Long-term Disability	Other Incentives / Specialty Pay, etc.	Holidays and Leave Time	125 Plan	Employee Assistance Program
	<hr/> Service Credit for Sick Leave: Employees hired prior to 10/31/09 can receive service credit for accrued, unused sick leave <hr/> Deferred Comp: EE option; no City contribution		<i>dependents.</i>					
Western Council of Engineers July 1, 2014 to June 30, 2016 (3% Salary Increase eff. 7/1/15)	Marin County Retirement 2.7% at 55 Employees hired on or after July 1, 2011, 2% at 55 based on the average of highest three years of compensation PEPPRA guidelines for employees hired on and after 1/1/13 Employee pays 100% of Employee Share <i>plus</i> an additional 1% of pensionable compensation towards normal cost of pension.	PEMHCA minimum for employees hired on or after 1/1/10. Annual conversion of 50 hours of sick time on July 1 st to a retiree health trust (employee must have a remaining balance of 75 hours of sick leave). <hr/> \$752/month for employees hired prior to 1/1/10.	Cafeteria Plan with a MONTHLY flex dollar allowance as follows: <u>EE only: \$787.95</u> <u>EE+1: \$1530.04</u> <u>EE+Family: \$1660.09</u> Flex dollar allowance increases on Dec 15 th each year by 3% Cash in Lieu: <u>\$300/mo</u> Dental: Fully paid Employee and family covered up to \$1500/yr per enrollee <hr/> Vision: EE only. <i>Employee may</i>	City-paid Basic Life of \$5,000 Employee may purchase additional Voluntary Life Insurance up to \$500,000. Employee may purchase Voluntary coverage for Spouse and Unmarried Dependent Children <hr/> LTD: Benefit of 2/3 employee's monthly salary up to \$1000/month	Professional Development: \$500/year <hr/> Bilingual Pay: \$150 per month <hr/> Safety Shoe Allowance: Rolled in to Base Pay as of 7/1/14	Holidays: <u>11 holidays</u> , plus <u>2 floating days</u> per year <hr/> Vacation: <u>10 days/year for the first 3 years;</u> incremental increases annually to a maximum of 25 days per year <hr/> Vac Cash-In: Seven days of vacation in any one twelve month period <hr/> Sick Leave: 12 days/year	Employee may elect pre-tax deductions for eligible medical-related expenses up to a max of \$2550/yr. <hr/> Employee may elect pre-tax deductions for eligible dependent care expenses up to a max of \$5000/yr.	Up to 8 visits per year, per incident for employee and family members

Bargaining Unit	Retirement	Retiree Health	Health Benefits <i>(pro-rated for part-time employees)</i>	Life Insurance / Long-term Disability	Other Incentives / Specialty Pay, etc.	Holidays and Leave Time	125 Plan	Employee Assistance Program
	<p data-bbox="331 237 497 461">Service Credit for Sick Leave: Employees hired prior to July 1, 2009, can receive service credit for accrued, unused sick leave</p> <hr data-bbox="317 496 512 500"/> <p data-bbox="331 532 497 639">Deferred Comp: 1% of compensable income</p>		<p data-bbox="789 237 942 315"><i>purchase vision insurance for dependents.</i></p>			<p data-bbox="1476 237 1619 344">Sick Leave Cash-In option upon termination</p> <hr data-bbox="1465 380 1633 383"/>		