

**CITY OF PLEASANTON
CORE BENEFITS**

BENEFIT	MANAGEMENT CONFIDENTIAL	PCEA	POA	IAFF Liv/Pleasanton Fire Conv. 10/31/98
MOU TERM		11/1/10-3/31/13	6/1/08-5/31/11	8/1/07-7/31/10
SCHEDULED INCREASES	7/11 - Confidential Group - 4% Management Group - no increase	None	6/1/08 4% 6/1/09 4% 6/1/10 4%	8/1/07: 4% Firefighters; 7% Captains; 5.5% Fire Engineers 8/1/08: 4% 8/1/09: 4%
CAFETERIA PLAN	N/A	N/A	N/A	Caf plan implemented 2/1/02 - can opt out of medical & vision only and receive a credit medical \$588.44; vision \$9.64 if moved into pretax benefits. If cashing out or buying aftertax benefits, it is a credit of \$.35 on the dollar
MEDICAL Kaiser, Health Net HMO, Health Net POS	1565.25	1565.25	1565.25	1565.25
DENTAL - DELTA City pays emp+family for full-time employees Major max benefit per calendar yr Ortho lifetime max per individual	146.49 \$2000.00 \$2000.00	146.49 \$2000.00 \$2000.00	146.49 \$2000.00 \$2000.00	146.49 \$2,000.00 \$2,000.00
VISION SERVICE PLAN \$10/co-pay eye exams \$20/co-pay materials	\$9.64 Employee \$13.14 Emp + 1 \$21.99 Family Benefit: exam & lenses every 12 mos. Frames every 24 months	\$9.64 Employee \$13.14 Emp + 1 \$21.99 Family Benefit: exam & lenses every 12 mos. Frames every 24 months	\$9.64 Employee \$13.14 Emp + 1 \$21.99 Family Benefit: exam & lenses every 12 mos. Frames every 24 months	\$9.64 Employee (if not opting out) \$13.14 Emp + 1 \$21.99 Family Benefit: exam & lenses every 12 mos. Frames every 24 months
EMPLOYEE ASSISTANCE PROGRAM (MHN) City pays \$4.90/mo per emp.	5 sessions for emp and 5 sessions for family members per incident, per policy yr.	5 sessions for emp and 5 sessions for family members per incident, per policy yr.	5 sessions for emp and 5 sessions for family members per incident, per policy yr.	5 sessions for emp and 5 sessions for family members per incident, per policy yr.
LONG TERM DISABILITY Note: Mgmt. participates in voluntary STD/LTD plan. Mgmt. Employees pay the monthly premium by payroll deduction. City pays premiums for PCEA, Confidential, IAFF and POA Note: Safety Managers: have opportunity to opt out and join safety associations' plan	ING (STD/LTD Plan) Confidential Group: LTD .24 per 100/STD .06 per 10 60% of mo. Salary (\$10833) to max of \$6500 mo benefit. Elimination 14 days STD; 180 LTD Conf pt emps rec. prorated 12 mos pre-exis cond Management Group: LTD .24 per 100/STD .06 per 10 60% of mo. Salary (\$16,667) max of \$10,000 mo LTD max \$2,500 week STD Elimination 14 days STD; 180 LTD 12 mos pre-exis cond	ING (STD/LTD Plan) LTD .36 per 100/STD .069 per 10 60% of mo. Salary (\$10833) to max of \$6500 mo benefit. Elimination 14 days STD; 180 LTD Conf pt emps rec. prorated 12 mos pre-exis cond City pays premium	CLEA 75% of wages for Non-industrial Disability 67% of wages for Industrial Disability City Contributes \$19.50/mo. (contract maximum \$23.00/mo)	IAFF 75% of wages for Non-industrial Disability 67% of wages for Industrial Disability City currently contributes \$19.50/mo (contract maximum \$23.00/mo)
LIFE & AD&D (ING) Cost per mo. \$.129/per 1000 Police Reserves: \$3.90/mo	2x annual salary maximum of \$100,000	FT - \$35,000 PT .75 - \$26,250 PT .50 - \$17,500	\$50,000 Regular \$30,000 Reserves	\$50,000
PERS (rates 2011/12)	2.7% at 55 Member Contribution: 8% Employee pays 4% Employer pays 4% Employer rate: 21.087%	2.7% at 55 Member Contribution: 8% Employee pays 2% Employer pays 6% Employer rate: 21.087%	3% at 50 Member Contribution: 9% Employer rate: 24.112%	3% at 50 Member Contribution: 9% Employer rate: 31.880%

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MEDICARE If hired after 3/31/86	Employee paid 1.45% Employer paid 1.45%	Employee paid 1.45% Employer paid 1.45%	Employee paid 1.45% Employer paid 1.45%	Employee paid 1.45% Employer paid 1.45%
DEFERRED COMP	Voluntary	Voluntary	Voluntary	Voluntary
RETIREE HEALTH REIMBURSEMENT	<p><u>Retirees Hired Prior to 1/1/09</u> 4% for each yr of service of monthly premium of lowest cost HMO medical plan emp+1 Or in lieu of 4% formula 10 yrs = 75% 15 yrs = 80% 20 yrs = 90% 25 yrs = 100% Disability retirement: City pays a % of mo. premium for emp+1 lowest cost HMO medical plan Early retiree rate 2011/12 emp + 1 = \$1176.88 single = \$588.44</p> <p><u>Retirees Hired After 1/1/09</u> 4% for each yr of service of lowest cost HMO single rate Benefits stop at age 65 Or in lieu of 4% formula 10 yrs = 75% 15 yrs = 80% 20 yrs = 90% 25 yrs = 100% Disability retirement: City pays a % of mo. premium for lowest cost HMO medical plan single rate Benefits stop at age 65 Early retiree rate 2011/12 single = \$588.44</p>	<p><u>Retirees Hired Prior to 6/1/11</u> 4% for each yr of service of monthly premium of lowest cost HMO medical plan emp+1 Disability retirement: City pays a % of mo. premium for emp+1 lowest cost HMO medical plan Early retiree rate 2011/12 emp + 1 = \$1176.88 single = \$588.44</p> <p><u>Retirees Hired After 6/1/11</u> 4% for each yr of service of lowest cost HMO single rate Benefits stop at age 65 Disability retirement: City pays a % of mo. premium for lowest cost HMO medical plan single rate Benefits stop at age 65 Early retiree rate 2011/12 single = \$588.44</p>	<p><u>Retirees Hired prior to 1/1/09 and retire on or after 7/1/09:</u> 4% for each year of service of monthly premium based on lowest HMO medical plan for emp + 1 Early retiree rate 2011/12 emp + 1 = \$1176.88 single = \$588.44</p> <p><u>Hired after 1/1/09</u> Less than 20 yrs. - 4% for each year of service of the single rate for lowest cost HMO Early retiree rate 2011/12 single = \$588.44</p> <p><u>20 years or more</u> - 4% for each year of service of the 2-party rate for lowest cost HMO Early retiree rate 2011/12 emp + 1 = \$1176.88 single = \$588.44</p>	<p><u>Retirees 1/1/08 and After:</u> 4% for each yr of service monthly premium based on lowest HMO medical plan emp + 1 Early retiree rate 2011/12 emp + 1 = \$1176.88 single = \$588.44</p>
VACATION ACCRUAL For eligible full-time employees.	<p>1-4 yrs = 6.667 hrs per mo. 10 days per yr. 5-9 yrs = 10 hrs. per mo. 15 days 10-14 yrs = 13.334 hrs per mo. 20 days 15 yrs = 14 hrs per mo. 21 days 16 yrs = 14.667 hrs per mo. 22 days 17 yrs = 15.334 hrs per mo. 23 days 18 yrs = 16 hrs per mo. 24 days 19+ yrs = 16.667 hrs per mo. 25 days</p>	<p>1-4 yrs = 6.667 hrs/mo 10 days 5-9 yrs = 10 hrs/mo 15 days 10-14 yrs = 13.334 hrs/mo 20 days 15 yrs = 14 hrs/mo 21 days 16 yrs = 14.667 hrs/mo 22 days 17 yrs = 15.334 hrs per mo. 23 days 18 yrs = 16 hrs per mo. 24 days 19+ yrs = 16.667 hrs per mo. 25 days</p>	<p>1-4 yrs = 6.667 hrs per mo. 10 days per yr. 5-9 yrs = 10 hrs. per mo. 15 days 10-14 yrs = 13.334 hrs per mo. 20 days 15 yrs = 14 hrs per mo. 21 days 16 yrs = 14.667 hrs per mo. 22 days 17 yrs = 15.334 hrs per mo. 23 days 18 yrs = 16 hrs per mo. 24 days 19+ yrs = 16.667 hrs per mo. 25 days</p>	<p>56 hr. workweek employees: 1-4 yrs = 12 hrs/mo. 5-11 yrs = 16 hrs/mo. 12-14 yrs = 20 hrs/mo. 15-16 yrs = 22 hrs/mo. 17+ yrs = 24 hrs/mo.</p> <p>40 hr. workweek employees: 1-4 yrs = 8.57 hrs/mo. 5-11 yrs = 11.43 hrs/mo. 12-14 yrs = 14.29 hrs/mo. 15-16 yrs = 15.71 hrs/mo. 17+ yrs = 17.14 hrs/mo.</p>
HOLIDAYS & HOLIDAY-IN-LIEU PAY	<p><u>Holidays</u> 11 observed</p> <p><u>Holiday-in-Lieu Pay</u> 56 hr. Battalion Chiefs receive 7.5% of base salary</p>	<p><u>Holidays</u> 11 observed</p> <p><u>Holiday-In-Lieu Pay</u> Police Dispatchers, Sr. Police Dispatchers & receive 7.5% of annual salary</p>	<p><u>Holiday-In-Lieu</u> 7.5% of annual salary</p>	<p>56 hour workweek employees: Holiday-In-Lieu 7.5% of annual base salary</p> <p>40 hour workweek employees: 11 observed</p>

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FLOATING HOLIDAYS	7	7	-0-	40 hr. workweek employees: 3
SICK LEAVE ACCRUAL	8 hrs/mo for FT 6 hrs/mo for PT .75 4 hrs/mo for PT .50 maximum accrual - 1,440 hours	8 hrs/mo for FT 6 hrs/mo for PT .75 4 hrs/mo for PT .50 maximum accrual - 1,440 hours	8 hrs/mo for FT maximum accrual - 1,440 hours	56 hour workweek employees: 11.2 hrs./month 40 hour workweek employees: 8 hrs./month
SICK LEAVE USED FOR FAMILY LEAVE	Up to half of annual sick leave accrual	Up to half of annual sick leave accrual	Up to half of annual sick leave accrual	Up to half of annual sick leave accrual
SHORT TERM DISABILITY	Included in STD/LTD Plan See LTD above	Included in STD/LTD Plan See LTD above	-0-	-0-
ADMIN LEAVE	56 hrs (up to 3 additional days may be granted by City Mgr. per calendar year.) Fire Chief; Deputy Fire Chief; Battalion Chief; Fire Marshal receive 80 hours	-0-	-0-	-0-