

## CITY OF SAN PABLO (January 2010) - Summary of Benefits

<b>Employee Groups:</b>	Association of Intermediate Employees (AIE) - Effective July 1, 2007 through June 30, 2010
	Confidential/Exempt Employees - Effective January 1, 2008 through December 31, 2010
	Division Managers - Effective January 1, 2008 through December 31, 2010
	Executive Management Employees - Effective January 1, 2008 through December 31, 2010
	Public Employees Union, Local One - Effective July 1, 2009 through June 30, 2012
	San Pablo Police Employees Association (SPPEA) - Effective January 1, 2008 through December 31, 2010

### Miscellaneous

### Safety

Medical	<p>\$1,384.66 - current Kaiser rate 100% Kaiser at the appropriate level of coverage or EE pays the difference between the Kaiser premium and the more expensive plan</p> <p>Conf/Exempt EEs - option of Kaiser or City pays 90% if employee chooses a more expensive plan</p> <p>Executive EEs - City pays 100% of premiums of the medical plan chosen by employee</p> <p>SPPEA non-sworn EEs - same as Conf/Exempt EEs</p>	<p>\$1,321.58 - current Kaiser rate 100% Kaiser at the appropriate level of coverage or City pays 90% if employee chooses a more expensive plan</p>
Dental (with ortho for children only)	\$152.67 - maximum City contribution; City pays 100% of premium at the appropriate level of coverage	same
Vision/Co-Pay Rebate Program	\$450 per year	same
Dual Medical at appropriate level of coverage	50% of Kaiser premium	same
Life insurance/ADD (life-.23/ADD-.045)	Executive EEs - 100,000; all others - 60,000 \$.28/1000	60,000
LTD-30 day elimination	66 2/3 of monthly salary \$.92/100 of payroll	\$19.50/month
Employee Assistance Program	8 counselling sessions/issue/eligible member \$3.91/month	same

## CITY OF SAN PABLO (January 2010) - Summary of Benefits

<b>Employee Groups:</b>	Association of Intermediate Employees (AIE) - Effective July 1, 2007 through June 30, 2010
	Confidential/Exempt Employees - Effective January 1, 2008 through December 31, 2010
	Division Managers - Effective January 1, 2008 through December 31, 2010
	Executive Management Employees - Effective January 1, 2008 through December 31, 2010
	Public Employees Union, Local One - Effective July 1, 2009 through June 30, 2012
	San Pablo Police Employees Association (SPPEA) - Effective January 1, 2008 through December 31, 2010

	<u>Miscellaneous</u>	<u>Safety</u>
Vacation leave	10 days min; 30 max	same
Sick leave	12 days	same
Bereavement leave	4 to 5 days	same
Floating Holiday	1 day	same
Legal holidays	13 days	same
Retiree Health	\$135-15 years of service \$260-25 years of service and married \$135-25 years of service and single  Plus Reso 89-06 City Contribution \$105 employee only (\$99.75) \$220 employee + one (\$209.00) \$285 full family (\$270.75)  Exec EEs - limited to the cost of medical and dental premiums at the time of retirement  SPPEA non-sworn EE same as PD sworn retiree	100% Kaiser until 65 or death whichever comes first  for EEs hired before May 1, 1986-after 65, single Kaiser Supplement to Medicare rate inclusive of Reso 89-06; paid until death of retiree
Retirement (PERS)	2.5% at 55	3% at 50
Public Employees Retirement System	3.3% - employee pays 12.12 - city pays (ER - 7.423)	3.3% - employee pays 20.53 - city pays (ER - 14.828)

## CITY OF SAN PABLO (January 2010) - Summary of Benefits

### Employee Groups:

Association of Intermediate Employees (AIE) - Effective July 1, 2007 through June 30, 2010  
 Confidential/Exempt Employees - Effective January 1, 2008 through December 31, 2010  
 Division Managers - Effective January 1, 2008 through December 31, 2010  
 Executive Management Employees - Effective January 1, 2008 through December 31, 2010  
 Public Employees Union, Local One - Effective July 1, 2009 through June 30, 2012  
 San Pablo Police Employees Association (SPPEA) - Effective January 1, 2008 through December 31, 2010

### Miscellaneous

### Safety

EPMC-for ExecMgt; SPPEA non-sworn EEs

EPMC for all sworn

Pre-retirement Optional Settlement 2 Death Benefit - spouse or domestic partner of a deceased member, who was eligible to retire for service at the time of death, may elect to receive the Opt Settlement 2 in lieu of lump sum basic death benefit

COLA after retirement-up to 2%; skips one year depending on retirement date  
 Sick leave credit as service; single highest year of compensation

Educational Incentive Program

4,000 per year

same

Degree Program after 5 years of service:  
 SPPEA non-sworn EE - \$8,000 per year

same

5% out of class pay

5% out of class pay

same

Admin Leave

15 days - Executive Management  
 10 days - Division Managers  
 6 days - AIE

12 days - Police Captain  
 9 days - Police Lieutenant  
 6 days - Police Administrative Analyst

Uniform

uniforms provided for Maintenance personnel and non-sworn EEs in SPPEA

\$1,200 per year clothing allowance for plain clothes sworn personnel

uniforms provided by City for all others

Special Pay

longevity pay - 3% 15 years  
 bilingual pay - 5%

Special Assignment Pay (5% cap) - these designations are defined within Section 571 (a)(4) of PERS law  
During the period of such assignment:

a) DUI/Traffic Officer/Commercial Enforcement Officer/Sgt

## CITY OF SAN PABLO (January 2010) - Summary of Benefits

### Employee Groups:

Association of Intermediate Employees (AIE) - Effective July 1, 2007 through June 30, 2010  
Confidential/Exempt Employees - Effective January 1, 2008 through December 31, 2010  
Division Managers - Effective January 1, 2008 through December 31, 2010  
Executive Management Employees - Effective January 1, 2008 through December 31, 2010  
Public Employees Union, Local One - Effective July 1, 2009 through June 30, 2012  
San Pablo Police Employees Association (SPPEA) - Effective January 1, 2008 through December 31, 2010

---

### Miscellaneous

Longevity pay for SPPEA non-sworn EEs  
same as safety EEs

### Safety

- b) Canine Officer/Sgt
  - c) Police Administrative Officer/Sgt
  - d) Juvenile Officer Premium/Sgt
  - e) Training Manager Premium/Sgt
  - f) Gang Detail Officer/Sgt
  - g) Police Liaison Officer/Sgt
- Only when performing such assignment or hile acting in that capacity:
- a) Training premium pay for non-sworn employees
  - b) Range master premium pay
- Excluded from the 5% cap:
- a) Shift Differential - 4% for swing; 5% for relief shift; 6% for graveyard
  - b) Detective pay - 7%
  - c) Training premium pay for FTO, Sgt, and Defensive Tactic Instructor - 5%

Regular assignment pay for other specialized positions - 5%  
this pay is included in the 5% cap as listed above (this assignment pay does not meet Section 571 (a)(4) of PERS law

Additional Compensation Pay (14% cap) - these designations are defined within Section 571 (a) (1) (2) (4) of PERS law  
Longevity Pay - 3% (15yrs); 5% (20yrs); 7% (25yrs) - not cumulative

Master Police Officer & Sergeant Program - 5%  
Education Pay - 5% (AA); 7% (Bachelor's); 9% (Master's)  
POST Certificate - 1% (Intermediate); 2% (Advanced); 3% (Supervisor); 4% (Management)

Bilingual Pay - 5%

## CITY OF SAN PABLO (January 2010) - Summary of Benefits

<b>Employee Groups:</b>	Association of Intermediate Employees (AIE) - Effective July 1, 2007 through June 30, 2010
	Confidential/Exempt Employees - Effective January 1, 2008 through December 31, 2010
	Division Managers - Effective January 1, 2008 through December 31, 2010
	Executive Management Employees - Effective January 1, 2008 through December 31, 2010
	Public Employees Union, Local One - Effective July 1, 2009 through June 30, 2012
	San Pablo Police Employees Association (SPPEA) - Effective January 1, 2008 through December 31, 2010

---

### Miscellaneous

### Safety

4.00/100 of payroll (2008/09)

same

---

#### Other Benefits

For Local One and SPPEA non-sworn EEs

0 Sick Leave Incentive -

same

0 used-3 vacation days

1 used-2 days

2 used-1 day

Computer Purchase Program

same

\$3,000-no interest; payable in  
2 years

Sick Leave Sharing Plan

same

ICMA-employee voluntary plan  
includes loan program

same

Cafeteria Plan-voluntary

same

Voluntary Term Life Insurance  
Additional Life Insurance  
Dependent Life Insurance

same

Payment In-Lieu of Unused  
Vacation (some employees  
only)

none

Alternative work schedule

same