

BENEFIT CATEGORY	UNREPRESENTED EMPLOYEES	PUBLIC EMPLOYEES UNION LOCAL ONE	SEIU LOCAL 1021 COMMUNITY SERVICES & PTRLA	SEIU LOCAL 1021 MAINTENANCE AND CLERICAL	IBEW LOCAL 1245	BERKELEY POLICE ASSOCIATION	BFFA LOCAL 1227, BERKELEY CHIEF FIRE OFFICERS ASSOCIATION (Unit A)	BERKELEY FIREFIGHTERS ASSOCIATION I.A.F.F. LOCAL 1227
Effective Date	July 17, 2021	July 29, 2021	June 27, 2021	June 27, 2021	June 28, 2020	July 1, 2021	July 1, 2021	July 1, 2021
End Date		June 26, 2024	June 26, 2024	June 26, 2024	June 30, 2022	June 30, 2023	June 30, 2023	June 30, 2023
COMPOSITE FRINGE BENEFIT RATE	As of 7/1/22 74.54% PLUS Workers' Comp. rates for non-sworn as follows: Office – 1.24% (75.78%); Field – 4.25% (78.79%); Laborer – 16.85% (91.39%)					110.07% (w/WC of 8.38%=118.45%)	86.04% (w/WC of 9.63%=95.67%)	
REPRESENTATION UNITS	Unrepresented ¹	Career Only ²	Career & Hourly ³ Recreation	Career Only ⁴	Career ⁵	Career ⁶	Career ⁷	Career ⁸
CalPERS - Classic --New CoB Hires "Classic" a. Uniform Allowance is pensionable income.	2.7% at age 55 City pays 8% EPMC <u>12/31/2017</u> : Cost Share (20516) - Employee pays 8% of Employer rate. -----	2.7% at age 55 City pays 8% EPMC <u>11/6/2016</u> : Cost Share (20516) Employee pays 8% of Employer rate.	2.7% at age 55 City pays 8% EPMC <u>1/1/17</u> : Cost Share (20516) Employee pays 8% of employer rate.	2.7% at age 55 City pays 8% EPMC <u>12/31/2017</u> : Cost Share (20516) - Employee pays 8% of Employer rate.	2.7% at age 55 City pays 8% EPMC <u>7/3/2016</u> : Cost Share (20516) Employee pays 1.25% of Employer rate.	3% at age 50 (CLOSED GROUP) 3% at age 55 (Classic Group) Employee pays 9% 414(h)(2) (tax deferred)	3% at age 50 Employee pays 9% 414(h)(2) (tax deferred) <u>1/1/15</u> : Employees pays 1% of Employer rate.	3% at age 50 Employee pays 9% 414(h)(2) (tax deferred) <u>1/1/15</u> : Employees pays 1% of Employer rate.

¹ Z1-Exec & Conf. Management; Z2-Confidential Professional; Z3-Confidential Clerical; Z4-Hourly Non-Benefited Legislative Asst.; Z5-Exec. Dir Rent Stabilization; Z6-Benefited Legislative Asst.; Z9-Deputy Dir. Rent Stab.; X-Hourly; E1-Mayor/Council; E2-Rent Board Commissioners.

² M-Management; P1-Professional; P2-Engineering Para-Professional.

³ G1-Welfare & Social Service; G2-Hourly Welfare & Social Service; G3-Professional Nursing; G4-Hourly Professional Nursing; IA-Supervisory Library; IB-Non-Supervisory Library; IC-Library Aides; ID-Library Page; L-Misc. & Admin Employees; L1-Hourly Misc. & Admin Empl.; R1-Part-Time Recreation; R2-P/T Rec.

⁴ D-Manual; Occupations; J-Para-Professional Police Department; K1-Office & Clerical; K2-Supervisory Clerical.

⁵ C-Electrical Occupations.

⁶ E-Managerial Sworn Police; F-Non-Managerial Sworn Police.

⁷ A-Managerial Sworn Fire.

⁸ B-Non-Managerial Sworn Fire

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b. Final Compensation - Single highest year	Unrep Police & Fire Management: 2.7% @ 57 highest 3-year avg. compensation 1/1/15: Employees pays 1% of Employer rate. 10/11/15: Employee pays an additional 1% (totaling 2%) of Employer rate.					1/1/2016: Cost share. Employee pays 1% of Employer rate. 7/1/2016: Employee pays an additional 1% (totaling 5%) of Employer rate	10/11/15: Employee pays an additional 1% (totaling 2%) of Employer rate.	10/11/15: Employee pays an additional 1% (totaling 2%) of Employer rate.
CalPERS - New Members PEPRA a. Uniform Allowance <u>not</u> pensionable income b. Final Compensation – highest consecutive 3-year average	2% at age 62 <u>50% of Normal Cost</u> Effective 7/1/22 Amount: 7.75% Cost share (GC 20516) 12/31/2017: Employee pays 8% of Employer rate. Ramp down: PEPRA Pension contribution ramp down of 6 years; Year 1 – 1% Year 2 – 1% Year 3 – 1%	2% at age 62 <u>50% of Normal Cost</u> Effective 7/1/22 Amount: 7.75% Cost share (20516) 11/6/2016: Employee pays 8% of Employer rate. Ramp down: PEPRA contribution ramp down over term; Effective 7/21– 3% Effective 7/22 – 4% Effective 7/23 – 1%	2% at age 62 <u>50% of Normal Cost</u> Effective 7/1/22 Amount: 7.75% Cost share (20516) 1/1/17: Employee pays 8% of employer rate. Ramp down: PEPRA contribution ramp down over term; Effective 7/21– 3% Effective 7/22 – 4% Effective 7/23 – 1%	2% at age 62 <u>50% of Normal Cost</u> Effective 7/1/22 Amount: 7.75% Cost share (20516) 12/31/2017: Employee pays 8% of Employer rate. Ramp down: PEPRA Pension contribution ramp down of 6 years; Year 1 – 1% Year 2 – 1% Year 3 – 1%	2% at age 62 <u>50% of Normal Cost</u> Effective 7/1/22 Member Rate: 7.75% Cost share (20516) 7/3/2016: Employee pays 1.25% of Employer rate.	2.7% at age 57 <u>50% of Normal Cost</u> Effective 7/1/22 Member Rate: 12.50% Cost share 1/1/2016: Employee pays 1% of Employer rate. 7/1/2016: Employee pays an additional 1% (totaling 2%) of Employer rate.	2.7% at age 57 <u>50% of Normal Cost</u> Effective 7/1/22 Member Rate: 11.75% Cost share 1/1/15: Employees pays 1% of Employer rate. 10/11/15: Employee pays an additional 1% (totaling 2%) of Employer rate.	2.7% at age 57 <u>50% of Normal Cost</u> Effective 7/1/22 Member Rate: 11.75% Cost share 1/1/15: Employees pays 1% of Employer rate. 10/11/15: Employee pays an additional 1% (totaling 2%) of Employer rate.

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	Year 4 – 2% Year 5 – 2% Year 6 – 1% With reopener upon request in January 2024 ----- Unrep Police & Fire Management: 2.7% @ 57 highest 3-year avg. compensation <u>1/1/15</u> : Employees pays 1% of Employer rate. <u>10/11/15</u> : Employee pays an additional 1% (totaling 2%) of Employer rate.			Year 4 – 2% Year 5 – 2% Year 6 – 1% With reopener upon request in January 2024				
CalPERS Employer Rates	7/1/22: 12.01%	7/1/22: 12.01%	7/1/22: 12.01%	7/1/22: 12.01%	7/1/22: 12.01%	7/1/22: 21.86%	7/1/22: 19.48%	
CalPERS Other Benefits <ul style="list-style-type: none"> Survivor Benefit 	Third Level '59 Survivor Benefit "Unrepresented Safety Members"* receive same as BPA or BFFA	Third Level '59 Survivor Benefit	Third Level '59 Survivor Benefit	Third Level '59 Survivor Benefit	Third Level '59 Survivor Benefit	Fourth Level '59 Survivor Benefit	Indexed Level '59 Survivor Benefit	

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SUPPLEMENTARY RETIREMENT & INCOME PLAN (aka SRIP) 401(a) Plan	<ul style="list-style-type: none"> The SRIP I was enacted on 1/1/1983 in lieu of Social Security Coverage. 5.7% of an employee's first \$32,400 of salary is contributed to this IRC Section 401(a) money purchase pension plan. The maximum employer contribution is <u>\$1,846.80 per year or \$153.90 per month</u>. SRIP I Closed on 7/22/1998. The SRIP II enacted on 7/22/1998. 6.7% of an employee's first \$32,400 of salary is contributed to this IRC Section 401(a) money purchase pension plan. The maximum employer contribution is <u>\$2,170.80 per year or \$180.90 per month</u>. The SRIP II money purchase pension plan includes a loan provision that permits employees to borrow up to 50% of their accrued balance. 						SRIP III - 2% of first \$32,400 in salary to Plan. Maximum of \$648/yr.	Benefit amount same as Miscellaneous Units (7/2/1995 Asst. Fire Chief; 3/10/2009 Bat Chief; 1/20/2015 Fire Marshal)	SRIP II enacted on 04/22/2022. 6.7% of an employee's first \$32,400 of salary is contributed to this IRC Section 401(a) money purchase pension plan. The maximum employer contribution is <u>\$2,170.80 per year or \$180.90 per month</u> . The SRIP II money purchase pension plan includes a loan provision that permits employees to borrow up to 50% of their accrued balance.
PARS	At-will employees who are not eligible to receive fringe benefits are automatically enrolled in the Public Agency Retirement System (PARS). Employee contribute 3.75% of salary into the employee's PARS account on a tax deferred basis and the City contributes a matching amount equaling 3.75 % of the employee's salary.								
LONG TERM DISABILITY	City paid <ul style="list-style-type: none"> <u>SRIP I</u>: City pays 1% of salary. Benefit is 60% of final salary less offsets until death. <u>SRIP II</u>: LTD cost effective 1/1/22-1/1/24: \$0.173 per \$100 of covered payroll through Hartford Life. 					Association provides an LTD benefit (Myers-Stevens)	Association provides an LTD benefit (Myers-Stevens)	Association provides an LTD benefit (Myers-Stevens)	
MEDICAL⁹ (Medical Insurance)	HMO - Kaiser HMO - Sutter Health Plus	HMO - Kaiser HMO - Sutter Health Plus	HMO - Kaiser HMO - Sutter Health Plus	HMO - Kaiser HMO - Sutter Health Plus	HMO - Kaiser HMO - Sutter Health Plus	HMO - Kaiser HMO - Sutter Health Plus <u>Career Benefitted</u>	HMO - Kaiser HMO - Sutter Health Plus <u>Career Benefitted</u>	HMO - Kaiser HMO - Sutter Health Plus <u>Career Benefitted</u>	

⁹ See table on Page 40 for breakdown of costs.

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	<p><u>Career Benefitted</u></p> <ul style="list-style-type: none"> • Full Time - City pays premiums up to Kaiser rate. • 20-29 Hours– City pays 75% of Kaiser • 30+ Hours- City pays 100% of Kaiser • 7/1/2019 – Executive Managers cost share \$50 for medical contributions. <p><u>ACA Hourly Eligible</u> City pays ½ of the Kaiser Single Rate.</p>	<p><u>Career Benefitted</u></p> <ul style="list-style-type: none"> • Full Time - City pays premiums up to Kaiser rate. • 20-29 Hours– City pays 75% of Kaiser • 30+ Hours- City pays 100% of Kaiser <p><u>ACA Hourly Eligible</u> City pays ½ of the Kaiser Single Rate.</p>	<p><u>Career Benefitted</u></p> <ul style="list-style-type: none"> • Full Time - City pays premiums up to Kaiser rate. • 20-29 Hours– City pays 75% of Kaiser • 30+ Hours- City pays 100% of Kaiser <p><u>ACA Hourly Eligible</u> City pays ½ of the Kaiser Single Rate.</p>	<p><u>Career Benefitted</u></p> <ul style="list-style-type: none"> • Full Time - City pays premiums up to Kaiser rate. • 20-29 Hours– City pays 75% of Kaiser • 30+ Hours- City pays 100% of Kaiser <p><u>ACA Hourly Eligible</u> City pays ½ of the Kaiser Single Rate.</p>	<p><u>Career Benefitted</u></p> <ul style="list-style-type: none"> • Full Time - City pays premiums up to Kaiser rate. <p><u>ACA Hourly Eligible</u> City pays ½ of the Kaiser Single Rate.</p>	<ul style="list-style-type: none"> • Full Time - City pays premiums up to Kaiser rate. <p><u>ACA Hourly Eligible</u> City pays ½ of the Kaiser Single Rate.</p>	<ul style="list-style-type: none"> • Full Time - City pays premiums up to Kaiser rate. Eff 1/1/19 employee contribute \$50/mo towards premium <p><u>ACA Hourly Eligible</u> City pays ½ of the Kaiser Single Rate.</p>	<ul style="list-style-type: none"> • Full Time - City pays premiums up to Kaiser rate.
CASH IN LIEU OF MEDICAL	\$576 if covered by another plan	\$576 if covered by another plan	\$576 if covered by another plan	\$576 if covered by another plan	\$576 if covered by another plan	\$560.72 if covered by another plan	\$560.00 if covered by another plan	\$560.72 if covered by another plan
MEDICARE Hired after 3/31/86	<p>City pays 1.45% and Employee pays 1.45% on all earnings</p> <p>Additional Medicare Tax on Earnings Over \$200,000: Individuals earning more than \$200,000 will pay an additional 0.9% Medicare tax on all wages over \$200,000. This additional tax only applies to wages above \$200,000. Thus, an employee who earns \$210,000 annually will pay Medicare tax of 1.45% on the first \$200,000, and Medicare tax of 2.35% on the remaining \$10,000.</p>							

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DENTAL	<p>Z2; Z3, Z6 \$2000 dental/yr \$2000 ortho/life 90% Coverage</p> <p>Effective: 1/1/22 Cost: \$150.56/mo</p> <p>Z1 and Fire Mgt. \$3000 dental/yr \$3000 ortho/life 90% Coverage</p> <p>Effective: 1/1/22 Cost: \$170.32/mo</p>	<p>\$3000 dental/yr \$3000 ortho/life 90% Coverage</p> <p>Effective: 1/1/22 Cost: \$170.32/mo.</p>	<p>\$2000 dental/yr \$2000 ortho/life 90% Coverage</p> <p>Effective: 1/1/22 Cost: \$150.56 /mo.</p>	<p>\$2000 dental/yr \$2000 ortho/life 90% Coverage</p> <p>Effective: 1/1/22 Cost: \$150.56 /mo.</p> <p><u>Career Benefitted</u></p> <ul style="list-style-type: none"> • 20-29 Hours– City pays 75% • 30+ Hours- City pays 100% 	<p>\$4000 dental/yr \$4000 ortho/life 100% Coverage</p> <p>Effective: 1/1/22 Cost: \$204.83 /mo.</p>	<p>\$3000 dental/yr \$3000 ortho/life 90% Coverage</p> <p>Effective: 1/1/22 Cost: \$ 170.32 /mo.</p>	<p>\$3,000 dental/yr \$3,000 ortho/life 90% Coverage</p> <p>Effective: 1/1/22 Cost: \$170.32/mo.</p>	<p>\$3,000 dental/yr \$3,000 ortho/life 90% Coverage</p> <p>Effective: 1/1/22 Cost: \$170.32/mo.</p>
CASH IN LIEU OF DENTAL	If covered by another plan- \$61.64/mo.							
LIFE INSURANCE \$0.094 per \$1,000 as of 1/1/22	City paid to \$25,000 Life/AD&D. Employee option to 300K \$100,000 Life/AD&D for Police Chief and Fire Z1 and Z2	City paid \$50,000 Life AD&D. Employee option to 300K	City paid \$50,000 Life AD&D. Employee option to 300K	City paid to \$25,000 Life/AD&D. Employee option to 300K	City paid \$100,000 Life AD&D. Employee option to 300K	Effective 10/1/12 City paid to \$100,000 Life AD&D. Employee option to 300K	Effective 10/1/12 City paid to \$100,000 Life AD&D. Employee option to 300K	Effective 10/1/12 City paid to \$100,000 Life AD&D. Employee option to 300K
STATE DISABILITY	Employee Paid	Employee Paid	Employee Paid	Employee Paid	Employee Paid	Not Applicable	Not Applicable	Not Applicable

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INSURANCE 1.1% of first \$145,600 as of 1/1/22	\$1,601.60/yr. max	\$1,601.60/yr. max	\$1,601.60/yr. max	\$1,601.60/yr. max	\$1,601.60/yr. max			
RETIREE HEALTH ¹⁰	Z1-Exec. Management Z2; Z3, Z4; Z6 – Other Unrep	PEU Local 1	SEIU1021CSU	SEIU1021MC	IBEW Local 1245	Berkeley Police Association	BFFA Local 1227/BCFOA	BFFA Local 1227
DEFERRED COMPENSATION	Employee contribution only. No City contribution. Calendar Year 2023: Per Year <ul style="list-style-type: none"> Under Age 50: \$22,500 Age 50+ \$30,000; Pre-Ret Catch up: \$45,000 							
FLEXIBLE SPENDING (IRC Section 125)	IRC Section 125 Plan that permits an employee to set aside salary, on a tax-free basis for medical and dependent care out of pocket expenses. American Fidelity is the City’s Third Party Administrator. Employee paid on pre-tax basis. Calendar Year 2023 Dependent Care Annual max: \$5,000 Medical Reimbursement Annual max: \$3,050							
VISION CARE	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Vision Service Plan (\$25 Plan B) for employee and family. \$18.97/mo 100% employer cov. \$25.00 ann. deductible	Not Applicable	Not Applicable	Not Applicable

¹⁰ See tables beginning on Page 43 for breakdown of costs for Miscellaneous Employees

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SICK LEAVE PAYOUT AT RETIREMENT	Unrep Sick See page 53	Local 1 Sick See page 53	SEIU1021CSU Sick See page 53	SEIU1021MC Sick See page 53	IBEW1245 Sick See page 53	BPA Sick See page 52	BFFA Local 1227/BCFOA Sick See page 53	BFFA Local 1227 Sick See page 53
VACATION PAYOUT AT TERMINATION	Lump sum payout of excess or if the employee has used more than they accrued they must reimburse the City for the actual amount of vacation taken in excess of vacation leave credits	Lump sum payment	Lump sum payout of excess or if the employee has used more than they accrued they must reimburse the City for the actual amount of vacation taken in excess of vacation leave credits	Lump sum payout of excess or if the employee has used more than they accrued they must reimburse the City for the actual amount of vacation taken in excess of vacation leave credits	Lump sum payment	Lump sum payout of excess or if the employee has used more than they accrued they must reimburse the City for the actual amount of vacation taken in excess of vacation leave credits	Lump sum payment	Lump sum payment
UNIFORM, SHOE, TOOL; ALLOWANCE <i>Uniform allowances are paid out each pay period in 26 equal payments.</i>	Police Chief, Fire Chief and Deputy Fire Chief, \$1,100/year	Crime Scene Supervisor \$1,400/yr uniform Communication Manager \$950/yr uniform Shoe - \$200/yr to 24 selected classes seen in Exhibit K on P.34	Shoe - \$200/yr to selected classes Rain Gear to selected classes. Uniforms – \$1,000/yr. to Fire Prevention Inspector and Fire and Life Safety Plans Examiner	Uniforms selected classifications outlined in Section 41.14 of MOU of \$1,400 per year. 41.14.5 SRT of \$700 per year Shoe - \$200/yr to 50 selected classes in Section 41.2; Tool - \$220-\$500/yr to 10 selected classifications in	Tool - \$500/yr paid at the end of the fiscal year. New hires are prorated. Up to \$200 per fiscal year reimbursement for cost of safety shoes	7/1/10 - \$1,400/yr. 7/1/08 - \$1,500/yr. Additional for Special Response Team members Employees who are hired during the year or are absent from work by reason of leave without pay shall receive a reduced uniform allowance in accordance with the following schedule:	Effective 7/1/2021 Uniforms - \$1,400/yr New hire PEPRAs members will receive a one-time lump sum of \$500 towards the purchase of uniforms and equipment	Effective 07/01/2021 Uniforms - \$1,400/yr New hire PEPRAs members will receive a one-time lump sum of \$500 towards the purchase of uniforms and equipment

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				Section 41.3 See Exhibit K on P.34 for complete description		Absence of: 3 months 25% reduction 6 months 50% 9 months 75% 12 months 100%		
AUTOMOBILE ALLOWANCE	Police Chief \$400 per mo.							
PREMIUM PAY DIFFERENTIALS	Unit X (Unrepresented Hourly) - Camps Red Cross/life-saving certificate - 5% EMT differential for Fire Safety – 4% 5% - Assistant, Associate and Senior Management Analysts in the City Manager's Department and in the Office of Budget and Fiscal Management 5% - Mental Health Hazard Pay for clerical employees	3% Building Plans Engineer, Senior Building Plans Engineer, Supervising Building Inspector and Engineering Inspector in Building and Safety division who possess a Certified Access Specialist Program certification	SEIU Premium Pay Differentials for SEIU See Page 39 for a complete description of Premium Pay Differentials	1½ times base rate - Height Premium Pay Differential for working at heights of 60 feet or more Commercial Drivers' License Premium – 3%	Explosives Ordinance Tech - 2 times Base Rate Special Response Team - 5% Police Sergeant is assigned to function as the Field Training Officer Supervisor- 5% Field Training Officer - 10% Mental Health Crisis Intervention - 2% Sergeant on Homicide Detail - 4%; Police Officer on Homicide Detail - 3%.	5% EMT	Emergency Medical Tech. 5% 5% Haz. Mat. Response Team 2.5% Water Rescue Swimmer Team 5% Shift Fire Prevention Inspector 10% - Captain assigned to Training Division or EMS. (Section 12.1) 5% Staff Premium Diff. For special assignment to 40 hour week. If over 120 days, then differential is 10%	

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						POST Intermediate Certificate- 9/27/15: 3% 1/1/16: 4% 7/1/16: 5% POST Advanced Certificate 2% employee may simultaneously receive the Intermediate and Advanced Certificate differential for a total differential of 4%, 9/27/15: 5% 1/1/16: 6% 7/1/16: 7%		retroactive(Section 12.2) 5% - Medical Specialist Team 6.25% FRALS pay - Emergency Medical Services Program
SHIFT DIFFERENTIAL	FLSA Non-exempt 7.5% Swing 10% Night	Not Applicable	7.5% Swing 10% Night 10% Sunday in Library of less than 8 hrs 10% Sunday Shift for R1 and R2 of less than 8 hours	7.5% Swing 10% Night 10% Mechanical Sweeper Operator Shifts which work a combination of swing and night	7.5% Swing 10% Night	Not Applicable	Not Applicable	Not Applicable
MILEAGE	Standard IRS mileage rate: 1/1/23 = \$65.5 per mile							
STANDBY PAY	Not Applicable	Not Applicable	Monday through Friday - \$4.09/hr.	Group D: 10 hrs pay @ OT rate in addition to any overtime worked	10 hrs pay @ OT rate	Employee placed on emergency on-call status on regularly scheduled	Duty Chief \$8.30/hr, equivalent to \$200/24-hour shift.	Not Applicable

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			Weekends & Holidays - \$5.43/hr.	while on standby. Group J; and Group D Parking Enforcement Officer or Parking Enforcement Supervisor placed on Standby service on regular scheduled work day shall be paid for a minimum of 1 hour at a .25 time rate. If placed on Standby service on regularly scheduled day off shall be paid for a minimum of two (2) hours at a .25 time rate		work day shall be paid at one quarter (¼) time rate (i.e., \$0.25 multiplied by the number of hours placed on emergency on-call status. Employee placed on emergency on-call status on regularly scheduled day off shall be paid at one quarter (¼) time rate (i.e., \$0.25 multiplied by the number of hours placed on emergency on-call status for a minimum of 2 hours.		
CALL BACK PAY	2 hour minimum for FLSA nonexempt	4 hour minimum for FLSA nonexempt. Communications Center Manager 4 hours not to exceed 5 hours per incident.	4 hour minimum IT employees who perform remote work in VPN: 2.5 hour minimum IT employees who are required to physically travel: 4 hour	3 hour minimum	4 hour minimum	3 hour minimum		Employees who are called back to work by the department for normal staffing needs (i.e., during non-emergency times), shall be paid overtime compensation only for actual time worked, Emergency Call-Back - an employee who is

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			minimum					required to report to work for an emergency will be paid for travel time and the minimum time overtime compensation shall be paid will be 4 hours.
TRAINING PAY	Not Applicable	Not Applicable	Training (for Supervisory Position) – 5% if not meet all MQ’s and assigned for a min of one week	Training (not in job description) - 5% Public Safety Dispatcher II Desk Training - 10% Parking Enforcement Training - 5% Minimum of 3 consecutive working days	Not Applicable	10% for Field Training Officer	Not Applicable	Not Applicable
BILINGUAL PAY	5% routinely and consistently 2% occasional	\$60/month as long as it is an essential part of the job	5% routinely and consistently 2% occasional	5% routinely and consistently 2% occasional	Not Applicable	5% - Chief retains discretion on who and how many	5% routinely and consistently; 2% occasional. Chief retains discretion on who and how many	2% occasional. Chief retains discretion on who and how many
ACTING PAY	Work minimum of one day: Paid at lowest step of higher class with a 5% differential. Assistant Fire Chief	Work minimum of one day: Paid at lowest step of higher class with a 5% differential or a 5% differential	Work minimum of one day and meet all MQ’s: Paid at lowest step of higher class with at least 5%	Work minimum of one day: Paid at lowest step of higher class with a 5% differential or a 5% differential	Work minimum of 4 hours: Paid at lowest step of higher class with a minimum 5% differential	Work minimum of 1 shift (10 or 12.5 hours) Paid at lowest step of higher class with a minimum 5% differential	Work a minimum of 1 day, pay 10%.	Work minimum of two hours: Paid at same step in higher class as is held in permanent class

BENEFIT CATEGORY	UNREPRESENTED EMPLOYEES	PUBLIC EMPLOYEES UNION LOCAL ONE	SEIU LOCAL 1021 COMMUNITY SERVICES & PTRLA	SEIU LOCAL 1021 MAINTENANCE AND CLERICAL	IBEW LOCAL 1245	BERKELEY POLICE ASSOCIATION	BFFA LOCAL 1227, BERKELEY CHIEF FIRE OFFICERS ASSOCIATION (Unit A)	BERKELEY FIREFIGHTERS ASSOCIATION I.A.F.F. LOCAL 1227
	receives salary of the person being replaced.	without MQ's for training purposes (min 1 week)	differential.	without MQ's for training purposes (min 1 week) Public Safety Dispatcher II acting as Sup. Public Safety Dispatcher work one (1) hour to be eligible for pay.		Can't work more than 30 consecutive days; any assignment over 30 consecutive days shall be deemed a provisional assignment.		Employees shall only be allowed to act in a higher classification if they are on the current promotional list for the position and must be permanent in the rank immediately below the higher classification. If no qualified personnel on the current promotional list are available to act, Minimum Qualification Actors shall be allowed. Eligible for all pay differentials associated with higher class
COURT PAY	Not Applicable	Not Applicable	Not Applicable	4 hour minimum for every court appearance, court phone standby will be compensated by earning recovery time as follows: Duty day, outside of scheduled working hours, one hour minimum recovery time and	Not Applicable	4 hour minimum Telephone stand-by for the court: Duty Day: One hour minimum compensatory time and hour for hour thereafter. 20.2.1.2 Day Off: Two hour minimum compensatory time and hour for hour thereafter.	Straight time if on duty; 1.5 time if off duty	Straight time if on duty; 1.5 time if off duty

BENEFIT CATEGORY	UNREPRESENTED EMPLOYEES	PUBLIC EMPLOYEES UNION LOCAL ONE	SEIU LOCAL 1021 COMMUNITY SERVICES & PTRLA	SEIU LOCAL 1021 MAINTENANCE AND CLERICAL	IBEW LOCAL 1245	BERKELEY POLICE ASSOCIATION	BFFA LOCAL 1227, BERKELEY CHIEF FIRE OFFICERS ASSOCIATION (Unit A)	BERKELEY FIREFIGHTERS ASSOCIATION I.A.F.F. LOCAL 1227
				hour for hour thereafter. Day off, two hour minimum recovery time and hour for hour thereafter.				
LONGEVITY PAY	3% at start of 20 th year Police and Fire Chief same as Represented BPA and BFFA Local 1227 (not Unit A)	Effective May 22, 2016, at start of 25 th year – 3% Longevity Pay	3% at start of 20 th year	3% at start of 20 th year	3% at start of 20 th year	3% at 10 years of service Additional 5% at 20 years of service	Effective July 1, 2021 3% upon completion of 11 th year; 5% upon completion of 19 years of service.	Effective July 1, 2021 at 3% at 12 years of service; Additional 5% at 20 years of service;
EDUCATION LEAVE & FEES	For required licenses: 40 hrs/yr + City paid prof. fees & licenses for Director of Public Works, City Attorney, Deputy Director of Public Works (Registered), The Attorney Class Series, Rent Stabilization Board Staff Attorney Class Series, Audit Manager, Classes requiring a license to practice	For required licenses: 80 hrs/yr + City paid prof. fees & licenses for selected classes	Up to 40 hrs/yr, employee must have passed probationary period; City paid prof. fees & licenses for selected classes	Up to 25 hours per year after 1 year of service when required by law or a condition of employment to obtain a license	40 hrs/yr for required licenses	Not Applicable	Not Applicable	5 members/yr to attend NFPA Up to \$25,000 to Assoc. each year for term of MOU

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	medicine							
YMCA	City/emp. split cost 75/25, current rate is \$64/mo; City pays \$48.00; employee pays \$16.00.							
EMPLOYEE ASSISTANCE PROGRAM	Claremont EAP - 8 visits per incident per year; Covers employee and family members. City pays cost of \$1.95 per employee per month plus \$92 per clinical counseling visit.							
FLEX SCHEDULE	Yes	Yes	Yes	Yes	Yes	Not Applicable	Not Applicable	Not Applicable
WORK WEEK	40 hours Assistant Fire Chiefs assigned to fire suppression have a 56 hour workweek	40 hours	40 hours	40 hours Bldg Maintenance 37.5 hrs Eff. 6/29/08 employees may convert to 40 hours.	37.5 hours. That one-fourth of the Electrical Division employees will be off every fourth Monday on a staggered basis and an additional day off	Effective 9/30/12, employees below the rank of Captain assigned to work Monday through Thursday will be work a 4/10 work schedule. Employees below the	40 hours admin 56 hours shift Kelly Schedule consisting of a 9 day tour of three 24 hour shifts on duty and six 24 hour shifts off	40 hours admin 56 hours shift Kelly Schedule consisting of a 9 day tour of three 24 hour shifts on duty and six 24 hour shifts off

BENEFIT CATEGORY	UNREPRESENTED EMPLOYEES	PUBLIC EMPLOYEES UNION LOCAL ONE	SEIU LOCAL 1021 COMMUNITY SERVICES & PTRLA	SEIU LOCAL 1021 MAINTENANCE AND CLERICAL	IBEW LOCAL 1245	BERKELEY POLICE ASSOCIATION	BFFA LOCAL 1227, BERKELEY CHIEF FIRE OFFICERS ASSOCIATION (Unit A)	BERKELEY FIREFIGHTERS ASSOCIATION I.A.F.F. LOCAL 1227
	3/11 Pilot Project of a 48/96 schedule for 1 year for Battalion Chiefs or Assistant Fire Chiefs assigned to fire suppression			All new hires are 40 hours Solid Waste has Assumed Work Day	(Friday) be given once every 16 weeks Eff. 1/9/00 employees may convert to 40 hours. All new hires are 40 hours	rank of Captain assigned to work Friday through Sunday will be work a 3/12.5 work schedule.	duty 3/11 a 48/96 schedule	duty 3/11 a 48/96 schedule
SHIFTS			<p>Swing shift means authorized work schedules regularly assigned in which four (4) hours or more worked are between the hours of 5:00 p.m. and 12:00 midnight of each workday.</p> <p>Night shift means authorized work schedules regularly assigned in which fours (4) hours or more worked are between the hours of 12:00 midnight and 7:00 a.m. of each workday.</p> <p>Day shift means any authorized work</p>	<p>Community Service Officers assigned to the Jail shall work shifts that are composed of eight (8) hours and fifteen (15) minutes each day. The shift shall include a thirty (30) minute lunch of which fifteen (15) minutes will be unpaid.</p> <p>Swing shift means authorized work schedules regularly assigned in which at least four (4) hours worked are between the hours of 5:00 p.m. and 12:00 midnight of each workday.</p>	<p>Sunday shifts and "graveyard" shifts, as defined in Section 14 (Shift Differential), shall be for eight (8) consecutive hours, including up to one-half (½) hour for lunch.</p> <p>Swing shift means authorized work schedules regularly assigned in which at least four (4) hours worked are between the hours of 5:00 p.m. and 12:00 midnight of each workday. paid their regular salary plus seven and a half percent (7½%) of their</p>	<p>4/10 – Mon through Thur 10 hr per day</p> <p>3/12.5 – Fri through Sun 12.5 hrs per day plus an additional 10 hr shift on one Thur per month</p> <p>4/10 – Tues through Fri</p>	48/96 Work Schedule Suppression employees	48/96 Work Schedule Suppression employees

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			schedules assigned except swing or night shifts as defined in this section.	<p>Night shift means authorized work schedules regularly assigned in which at least four (4) hours worked are between the hours of 12:00 midnight and 7:00 a.m. of each workday.</p> <p>Day shift means any authorized work schedules assigned except rotating, swing, or night shifts as defined in this section.</p>	<p>regular monthly salary per month</p> <p>Night shift means authorized work schedules regularly assigned in which at least four (4) hours worked are between the hours of 12:00 midnight and 7:00 a.m. of each workday. paid their regular salary plus ten percent (10%) of their regular monthly salary per month; provided, however, that in the case of any such employee who is regularly assigned to such night-shift work for less than an entire work week, the additional payment shall be made only for the portion of the work week worked on the night-shift assignment</p>			

BENEFIT CATEGORY	UNREPRESENTED EMPLOYEES	PUBLIC EMPLOYEES UNION LOCAL ONE	SEIU LOCAL 1021 COMMUNITY SERVICES & PTRLA	SEIU LOCAL 1021 MAINTENANCE AND CLERICAL	IBEW LOCAL 1245	BERKELEY POLICE ASSOCIATION	BFFA LOCAL 1227, BERKELEY CHIEF FIRE OFFICERS ASSOCIATION (Unit A)	BERKELEY FIREFIGHTERS ASSOCIATION I.A.F.F. LOCAL 1227
					Day shift means any authorized work schedules between the hours of 7:00 a.m. and 5:00 p.m.			
HOLIDAYS	13 + 3 floating for misc.	13 + 3 floating	13 + 3 floating Regularly scheduled part-time employees working 20 hours or more per week shall be entitled to holiday pay on a pro-rata basis	13 + 3 floating In the event one or more municipal holidays fall within a vacation leave, such holidays shall not be charged as vacation leave, and the vacation leave shall be extended accordingly. The provisions of this Section shall not apply to those positions in which holidays, due to the necessities of public health and safety, are normal working days. In the first calendar year of employment, employees shall be	13 + 3 floating In the first calendar year of employment, employees shall be granted pro rata floating holidays as follows: Hired January 1 through April 30 – 3 days; hired May 1 through August 31 - 2 days; hired September 1 through December 31 - 1 day. Regularly scheduled part-time employees 1) who are assigned to a regular schedule of twenty (20) or more hours per week; 2) who have worked for the City as regular or	13 + 3 floating Paid as straight time or CTO If on normal schedule and work receive normal pay + 8 hrs holiday pay If on normal schedule and decide to take off use regular holiday code 43 for the 8 hrs but the additional 2 hrs to cover the 10 hr shift will need to be from accrued vac or comp time. If not regular schedule and don't come in receive 8 hrs holiday pay or 8 hrs comp time If not regular schedule and come in receive overtime pay at 1.5x + 8 hours of holiday pay	14 Holidays	13 - regularly scheduled to work 40 hours per week will receive 8 hours of holiday pay and those regularly scheduled to work 56 hours will receive 12 hours of holiday pay International Women's Day - March 8 and Admission Day (no time off is given for this holiday; only additional compensation is provided.)

BENEFIT CATEGORY	UNREPRESENTED EMPLOYEES	PUBLIC EMPLOYEES UNION LOCAL ONE	SEIU LOCAL 1021 COMMUNITY SERVICES & PTRLA	SEIU LOCAL 1021 MAINTENANCE AND CLERICAL	IBEW LOCAL 1245	BERKELEY POLICE ASSOCIATION	BFFA LOCAL 1227, BERKELEY CHIEF FIRE OFFICERS ASSOCIATION (Unit A)	BERKELEY FIREFIGHTERS ASSOCIATION I.A.F.F. LOCAL 1227
				<p>granted pro rata floating holidays as follows: Hired January 1 through April 30 – 3 days; hired May 1 through August 31 - 2 days; hired September 1 through December 31 - 1 day.</p> <p>An employee required to work on a holiday will receive 1.5x compensation unless it is Christmas or Thanksgiving and then it is double time</p>	<p>part-time employees for one (1) or more years; and 3) who during such period of time have worked a minimum of 1,000 hours shall be entitled to the holiday pay for the number of hours which such employee would have worked had the holiday not occurred, provided such holiday occurs on a day which such employee is regularly scheduled to work.</p> <p>An employee required to work on a holiday will receive 1.5x compensation unless it is Christmas or Thanksgiving and then it is double time</p>	<p>In the first calendar year of employment, employees shall be granted pro rata floating holidays as follows: Hired January 1 through April 30 – 3 days; hired May 1 through August 31 - 2 days; hired September 1 through December 31 - 1 day.</p>		
SICK LEAVE ACCRUAL & SICK LEAVE ACCRUAL LIMITATION	<p>1 day/mo to 200 days</p> <p>2 days/mo: If employment began</p>	<p>1 day/mo to 200 days</p> <p>Paid @ 1/3 over max if hired before 7/1/13.</p>	<p>1 day/mo to 200 days</p> <p>Paid @ 1/3 over max if hired before 7/1/13.</p>	<p>1 day/mo to 200 days</p> <p>2/mo w/> 20 yrs service if employed</p>	<p>1 day/mo to 200 days</p> <p>Paid @ 1/3 over max if hired before 7/1/13.</p>	<p>See Page 52 for description of PORAC Trust benefit</p>	<p>1 day/mo; 2/mo with > 16 yrs service maximum accumulation level of 1800 hours (1200 hours</p>	<p>1 day/mo; 2/mo with > 16 yrs service maximum accumulation level of 1800 hours (1200 hours</p>

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	<p>prior to 1/1/70. Police Chief after 20 years.</p> <p>Deputy Fire Chief, Assistant Fire Chief & Battalion Chief: 2/mo beginning 17th year</p> <p>Payout for Excessive Sick Leave for Employees Hired on or Before June 30, 2013 except employees in the classifications of Deputy Fire Chief, Assistant Fire Chief, Battalion Chief, and Fire Marshal Paid @ 1/3 over max</p> <p>Fire Chief, Deputy Fire Chief, Assistant Fire Chief, Battalion Chief, and Fire Marshal: Paid @ either 50% or 38% over max depending on how</p>		<p>Prorated for part-time employees</p>	<p>before 1971 Paid @ 1/3 over max</p> <p>Prorated for part-time employees</p>	<p>Prorated for part-time employees</p> <p>If off payroll for over 160 consecutive hours sick ceases to accrue for each two successive pay periods that he or she is off the payroll.</p>		<p>for 40-hour a week employees) may at the employee's option, be increased by up to 144 hours (96 hours for 40-hour a week employees) each year following the year when the employee reaches 1800 hours (1200 hours for 40-hour a week employees) level. In each year following that 1800 hour (1200 hour for 40 hour a week employees) base year, the employee may, on a form provided by the City, elect to receive pay for excess sick leave or may elect to increase their sick leave accumulated base by the 144 hours (96 hours for 40 hour a week employees) and take any additional excess sick leave in pay at the following prescribed rate: employees who choose to increase their sick</p>	<p>for 40-hour a week employees) may at the employee's option, be increased by up to 144 hours (96 hours for 40-hour a week employees) each year following the year when the employee reaches 1800 hours (1200 hours for 40-hour a week employees) level. In each year following that 1800 hour (1200 hour for 40 hour a week employees) base year, the employee may, on a form provided by the City, elect to receive pay for excess sick leave or may elect to increase their sick leave accumulated base by the 144 hours (96 hours for 40 hour a week employees) and take any additional excess sick leave in pay at the following prescribed rate: employees who choose to increase their sick</p>

BENEFIT CATEGORY	UNREPRESENTED EMPLOYEES	PUBLIC EMPLOYEES UNION LOCAL ONE	SEIU LOCAL 1021 COMMUNITY SERVICES & PTRLA	SEIU LOCAL 1021 MAINTENANCE AND CLERICAL	IBEW LOCAL 1245	BERKELEY POLICE ASSOCIATION	BFFA LOCAL 1227, BERKELEY CHIEF FIRE OFFICERS ASSOCIATION (Unit A)	BERKELEY FIREFIGHTERS ASSOCIATION I.A.F.F. LOCAL 1227
	accrual cap is adjusted						leave accumulated base by the 144 hours (96 hours for 40 hour a week employees) will receive 50% pay off rate in March; employees who choose to receive pay out for excess sick leave over the base, and do not exercise the option of increasing their accumulated sick leave base by 144 hours (96 hours for 40 hour a week employees) in any particular year, will be paid for excess sick leave at the 38% pay off rate in March.	leave accumulated base by the 144 hours (96 hours for 40 hour a week employees) will receive 50% pay off rate in March; employees who choose to receive pay out for excess sick leave over the base, and do not exercise the option of increasing their accumulated sick leave base by 144 hours (96 hours for 40 hour a week employees) in any particular year, will be paid for excess sick leave at the 38% pay off rate in March.
SICK LEAVE BONUS	8 hours of bonus time, credited as vacation leave for 6 months perfect sick leave attendance	8 hours of bonus time, credited as vacation leave for 6 months perfect sick leave attendance	8 hours of bonus time, credited as vacation leave for 6 months perfect sick leave attendance	8 hours of bonus time credited as vacation leave for 6 months perfect sick leave attendance	8 hours of bonus time credited as vacation leave for 6 months perfect sick leave attendance	8 hours of bonus time, credited as vacation leave for 6 months perfect sick leave attendance, ½ day absences w/ payroll code M0 doesn't count against attendance	8 hours of bonus time, credited as vacation leave for 6 months perfect sick leave attendance into separate bank of hours with 300 hour maximum accrual. At the end of the calendar year, excess sick leave bonus time will be converted to vacation	8 hours of bonus time, credited as vacation leave for 6 months perfect sick leave attendance into separate bank of hours with 300 hour maximum accrual. At the end of the calendar year, excess sick leave bonus time will be converted to vacation

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BEREAVEMENT LEAVE	3 days within state 5 days out of state Fire Chief, Deputy Fire Chief - 1 week	3 days w/in state 5 days out of state Must be used within 20 days of death	3 days w/in state 5 days out of state Must be used within 20 days of death, but does not need to be consecutive	3 days w/in state 5 days out of state Must be used within 20 days from death, but does not need to be consecutive	3 days w/in state 5 days out of state	3 days w/in state 5 days out of state	48 hours for employees assigned to the fire suppression schedule and 40 hours for employees on a 40 hour per week work schedule	48 hours for employees assigned to the fire suppression schedule and 40 hours for employees on a 40 hour per week work schedule
EARNED LEAVE (TEMP. EMP)	Effective July 1, 2015, once a temp employee works for 30 days within a calendar year, the employee shall be eligible to accrue 1 hour of sick leave for every 30 hours worked, to a max of 48 hours. Once an employee accrues 48 hours sick leave, the employee shall not accrue any additional sick leave hours until his or her sick leave balance is below the maximum of 48 hours. Temporary Employees shall be eligible to use sick leave beginning on the 90th day of	Not Applicable	Effective June 29, 2008, R-2 employees shall be paid the equivalent of 20 hours pay at the employee's regular hourly rate for each 520 hours worked. A non-career employee who works 1040 hours or more in a calendar year and is in active employment during December of such year, shall be credited with 40 hours of paid time off.	Not Applicable	Not Applicable	Not Applicable		Not Applicable

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	work							
ADMINISTRATIVE LEAVE	50 hours a year for FLSA exempt classes	50 hours a year for FLSA exempt classes	Not Applicable	Not Applicable	Not Applicable	40 hours a year for Police Captains	50 hours a year for FLSA exempt classes. Assistant Fire Chiefs and Fire Marshall shall earn an additional 1 day of admin leave each year.	Not Applicable
OVERTIME	FLSA non-exempt employees may be compensated for overtime by either compensatory time off or by payment	All employees not specifically designated as eligible to receive Administrative Leave shall receive compensation for all work performed in excess of their regular workday or in excess of their workweek. Employees designated and authorized to work overtime shall be paid for all work performed in an overtime status shall be compensated at a rate not less than	work in excess of 40 hours in any one work week or 8 hours in any one workday, employee shall be paid at the rate of time and one-half the employee's regular rate for all hours over 8/day or 40/week; work over 12 hours in a workday, the employee shall be paid at the rate of two times the employee's regular rate of pay.	all work in excess of eight (8) hours in any 24-hour period, which begins with the employees' scheduled or actual starting time, whichever is earlier, shall be paid for at one and one-half (1½) times the regular rate for the first four (4) hours of such excess and at two (2) times the regular rate for the balance of such excess. K1 or K2 is directed to work in excess of		employees at the rank of Police Lieutenant or below (1½) times the straight-time rate in excess of the regular workweek Whether an employee shall be compensated for overtime by compensatory time off or by payment shall be at the sole discretion of the employee's department director.	The overtime rate shall be one and one-half (1½) times the straight time rate based upon regular monthly salary at the hourly rate which the employee is required to do work during his/her day off, off-shift, or other scheduled time off during the tour of duty	The overtime rate shall be one and one-half (1½) times the straight time rate based upon regular monthly salary at the hourly rate which the employee is required to do work during his/her day off, off-shift, or other scheduled time off during the tour of duty

BENEFIT CATEGORY	UNREPRESENTED EMPLOYEES	PUBLIC EMPLOYEES UNION LOCAL ONE	SEIU LOCAL 1021 COMMUNITY SERVICES & PTRLA	SEIU LOCAL 1021 MAINTENANCE AND CLERICAL	IBEW LOCAL 1245	BERKELEY POLICE ASSOCIATION	BFFA LOCAL 1227, BERKELEY CHIEF FIRE OFFICERS ASSOCIATION (Unit A)	BERKELEY FIREFIGHTERS ASSOCIATION I.A.F.F. LOCAL 1227
		<p>one and one-half (1 1/2) times the regular hourly rate of pay for the first four (4) hours of such excess and at two (2) times the regular rate for the balance of such excess.</p>		<p>his or her basic work week, the employee shall be paid at the rate of one-and-one-half (1½) times the employee’s regular rate of pay</p> <p>Solid Waste Division Assumed Work Day of at least 8 hours. Overtime will be paid at one and one-half (1½) times the normal hourly rate for all hours worked over the assumed. Overtime will also be paid for all hours worked on another regularly assigned residential or commercial collection route or different assignment on completion of the route assigned at the beginning of the shift.</p>				

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COMPENSATORY TIME	Compensatory time shall not accumulate in excess of sixty (60) overtime hours worked which is the equivalent of ninety (90) hours of compensatory time. Overtime accumulation in excess of sixty (60) hours shall be paid as compensation.	Employees entitled to compensation for overtime worked may accumulate compensatory time for all hours worked in excess of the regular workday / workweek in lieu of compensation at the rate of one and one-half (1 1/2) hours for each hour worked. Compensatory time off may accumulate to an amount not to exceed ninety (90) hours in any one calendar year. Accumulation of compensatory time off in excess of ninety (90) hours may be allowed at the discretion of the Department Head.	Pay at rate of one and one-half (1½) hours for each overtime hour worked up to a maximum of sixty (60) hours of such compensatory time. Accumulation of compensatory time off in excess of sixty (60) hours may be allowed at the discretion of the department head.	may be earned in lieu of overtime pay at the rate of one and one-half (1½) hours for each overtime hour worked up to a maximum of sixty (60) hours may be earned in lieu of overtime pay at the rate of one and one-half (1½) hours for each overtime hour worked up to a maximum of sixty (60) hours	Pay at rate of one and one-half (1½) hours for each overtime hour worked up to a maximum of sixty (60) hours of such compensatory time. Accumulation of compensatory time off in excess of sixty (60) hours may be allowed at the discretion of the department head.	pay at the rate of one and one-half (1½) hours for each overtime hour worked up to a maximum of 120 hours	Compensatory time shall not accumulate in excess of 60 overtime hours worked equivalent of 90 hours of comp time 40 hour week work schedule. Comp time shall not accumulate in excess of 132 overtime hours worked which is the equivalent of 198 hours of comp time for 56 hour week work schedule. If more overtime is worked it must be paid out.	Compensatory time shall not accumulate in excess of 60 overtime hours worked equivalent of 90 hours of comp time 40 hour week work schedule. Comp time shall not accumulate in excess of 132 overtime hours worked which is the equivalent of 198 hours of comp time for 56 hour week work schedule. If more overtime is worked it must be paid out.
PARENTAL LEAVE	1 year with full benefits if the employee has 1 year of service. Leave must start no later than 13 months from the date of birth and must expire no later than 25 months from the date of birth. Once approved leave has passed employee may continue their City benefits at their own expense							

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CATASTROPHIC LEAVE		<p>An employee may donate compensatory time off, administrative leave, and/or vacation leave time. The employee donating sick leave must maintain a sick leave balance of at least 120 hours after the donation of leave for Recovery Transfer Time. An employee donating sick leave coincidentally with terminating employment with the City shall be limited to a sick leave donation of no more than 40 hours regardless of the sick leave donation option(s) used.</p> <p>An employee may donate up to 16 hours of sick leave</p>	<p>An employee may donate compensatory time off, administrative leave, and/or vacation leave time. The employee donating sick leave must maintain a sick leave balance of at least 120 hours after the donation of leave for Recovery Transfer Time. An employee donating sick leave coincidentally with terminating employment with the City shall be limited to a sick leave donation of no more than 40 hours regardless of the sick leave donation option(s) used.</p> <p>An employee may donate up to 40 hours of sick leave</p>	<p>An employee may donate accrued but unused sick leave as Recovery Transfer Time subject to:</p> <p>a. The employee donating sick leave must maintain a balance of at least 120 hours after the donation of leave. An employee donating sick leave coincidentally with terminating employment with the City shall be limited to a sick leave donation of no more than 40 hours.</p> <p>b. An employee may donate compensatory time off and/or vacation leave time; or</p> <p>c. An employee may donate up to forty (40) hours of sick leave per calendar year and be charged</p>	None	<p>An employee may donate compensatory time off or vacation leave</p> <p>An employee may donate one hour of sick leave for each hour of compensatory time and/or vacation leave time donated for Recovery Time Transfer. To donate sick leave hours beyond the number of hours of compensatory time off and/or vacation leave time, the employee will be charged two hours of sick leave for each hour of sick leave donated</p> <p>The employee donating the sick leave must maintain a sick leave balance of at least 120 hours after the donation</p>		

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		<p>per calendar year and be charged 1 hour of sick leave for each 1 hour of sick leave time donated for Recovery Time Transfer; or, After the first sixteen (16) hours of sick leave are donated, an employee may donate sick leave but the employee will be charged 2 hours of sick leave for each 1 hour of sick leave donated for use as Recovery Transfer Time.</p>	<p>per calendar year and be charged hour per hour for each hour of sick leave donated; or, After the first forty (40) hours of sick leave are donated, an employee may donate sick leave but the employee will be charged two hours of sick leave for each hour of sick leave donated for use as Recovery Transfer Time.</p>	<p>hour per hour for each hour of sick leave donated; or, d. After the first forty (40) hours of sick leave are donated, an employee may donate sick leave and will be charged two hours of sick leave for each hour of sick leave donated.</p>				
SABBATICAL LEAVE		<p>After eight (8) consecutive years of employment with the City, an employee may apply for a sabbatical leave without pay of up to six (6) months. There shall be no requirement that</p>	<p>After eight (8) consecutive years of employment with the City, an employee may apply for a sabbatical leave without pay of up to six (6) months. Sabbatical leave is not intended to be</p>					

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		<p>the employee exhaust paid leave balances prior to such sabbatical leave. Life and Health insurance shall be paid by the City for the duration of an approved Sabbatical Leave.</p> <p>Every Sabbatical Leave shall require an employee commitment of two (2) years of service following return from leave. In the event the full two year service commitment is not performed, the employee shall repay a pro rata amount of the life and health insurance premium paid by the City during the sabbatical leave based on the</p>	<p>used for the six-month period immediately prior to retirement. There shall be no requirement that the employee exhaust paid leave balances prior to such sabbatical leave. Life and Health insurance shall be paid by the City for the duration of an approved Sabbatical Leave. For employees who fail to return to work at the expiration of the approved Sabbatical Leave or fail to return for the equivalent amount of time he or she was approved for Sabbatical Leave, such employee shall reimburse the City or the City may deduct the cost of</p>					

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LEAVE OF ABSENCE WITHOUT PAY	LWOP 15 days or less by Department Head approval, greater than 15 days by City Manager approval. Employee is only authorized to use LWOP when they have used all accrued leave except sick																																																																																																																																																																																	
VACATION ACCRUAL	<table border="1"> <thead> <tr><th>Years</th><th>Accrual</th></tr> </thead> <tbody> <tr><td>0 to 3</td><td>80 hrs</td></tr> <tr><td>4 to 11</td><td>120 hrs</td></tr> <tr><td>12 to 17</td><td>160 hrs</td></tr> <tr><td>18 to 24 yrs</td><td>200 hrs</td></tr> <tr><td>25 yrs +</td><td>240 hrs</td></tr> </tbody> </table> <table border="1"> <thead> <tr><th colspan="2">Executive & Confidential Management</th></tr> <tr><th>Years</th><th>Accrual</th></tr> </thead> <tbody> <tr><td>0 to 2</td><td>80 hrs</td></tr> <tr><td>3 to 5</td><td>120 hrs</td></tr> <tr><td>6 to 17</td><td>160 hrs</td></tr> <tr><td>18 to 24 yrs</td><td>200 hrs</td></tr> <tr><td>25 yrs +</td><td>240 hrs</td></tr> </tbody> </table>	Years	Accrual	0 to 3	80 hrs	4 to 11	120 hrs	12 to 17	160 hrs	18 to 24 yrs	200 hrs	25 yrs +	240 hrs	Executive & Confidential Management		Years	Accrual	0 to 2	80 hrs	3 to 5	120 hrs	6 to 17	160 hrs	18 to 24 yrs	200 hrs	25 yrs +	240 hrs	<table border="1"> <thead> 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	<p>Director of Library Services and Deputy Director of Library Services</p> <table border="1" data-bbox="352 618 594 816"> <thead> <tr> <th>Years</th> <th>Accrual</th> </tr> </thead> <tbody> <tr> <td>0 – 5</td> <td>120 hrs</td> </tr> <tr> <td>6 - 17</td> <td>160 hrs</td> </tr> <tr> <td>18 – 24</td> <td>200 hrs</td> </tr> <tr> <td>25 years+</td> <td>240 hrs</td> </tr> </tbody> </table> <p>During the first 2 calendar years of employment, all full time benefitted employees shall be entitled to take vacation leave as earned After 2 years of service, employees may request, and upon approval, take up to a maximum of 2 weeks of their annual vacation, in advance of actual earning. Approval of requests for advance vacation shall be solely at the</p>	Years	Accrual	0 – 5	120 hrs	6 - 17	160 hrs	18 – 24	200 hrs	25 years+	240 hrs	<table border="1" data-bbox="620 488 857 654"> <thead> <tr> <th>Years</th> <th>Accrual</th> </tr> </thead> <tbody> <tr> <td>0 to 11</td> <td>120 hrs</td> </tr> <tr> <td>12 to 17</td> <td>160 hrs</td> </tr> <tr> <td>18 to 24</td> <td>200 hrs</td> </tr> <tr> <td>25 yrs +</td> <td>240 hrs</td> </tr> </tbody> </table> <p>Each such employee shall be entitled to take, during these first two (2) years, only such actual vacation leave as he or she earns</p>	Years	Accrual	0 to 11	120 hrs	12 to 17	160 hrs	18 to 24	200 hrs	25 yrs +	240 hrs	<p>Health Nurse, Psychiatrist, Registered Nurse, Senior Community Health Worker Specialist, Senior Public Health Nurse</p> <table border="1" data-bbox="884 743 1120 946"> <thead> <tr> <th>Years</th> <th>Accrual</th> </tr> </thead> <tbody> <tr> <td>0 to 2</td> <td>80 hrs</td> </tr> <tr> <td>3 to 5</td> <td>120 hrs</td> </tr> <tr> <td>6 to 17</td> <td>160 hrs</td> </tr> <tr> <td>18 to 24 yrs</td> <td>200 hrs</td> </tr> <tr> <td>25 yrs +</td> <td>240 hrs</td> </tr> </tbody> </table> <p>Mental Health Classifications Vacation Accrual for: Assistant Mental Health Clinician, Clinical Psychologist, Mental Health Clinician I & II, Psychiatric Social Worker I & II, Psychiatrist, Senior Mental Health Clinician, Senior Psychiatric Social Worker</p>	Years	Accrual	0 to 2	80 hrs	3 to 5	120 hrs	6 to 17	160 hrs	18 to 24 yrs	200 hrs	25 yrs +	240 hrs	<p>and actual hours worked in the preceding year</p> <p>time spent on extended military leave shall be counted as time spent in the service of the City</p>	<p>and actual hours worked in the preceding year</p> <p>time spent on extended military leave shall be counted as time spent in the service of the City</p>	<p>Employees working on an intermittent or part-time basis who have worked half-time or more in the preceding calendar year without termination of employment shall be entitled to a prorated vacation leave based upon the actual years of service with the City and upon the actual amount of time worked in the preceding calendar year.</p> <p>military leave shall be counted as time spent in the service of the City</p>		
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	<p>discretion of management.</p> <p>Benefitted part-time employees working a minimum of twenty (20) hours per week accrue vacation benefits on a pro rata basis</p>		<table border="1" data-bbox="884 516 1128 686"> <thead> <tr> <th>Years</th> <th>Accrual</th> </tr> </thead> <tbody> <tr> <td>0 to 4</td> <td>80 hrs</td> </tr> <tr> <td>5 to 17</td> <td>160 hrs</td> </tr> <tr> <td>18 to 24 yrs</td> <td>200 hrs</td> </tr> <tr> <td>25 yrs +</td> <td>240 hrs</td> </tr> </tbody> </table> <p>Library Classifications Vacation Accrual for: Automation Librarian, Librarian I, Librarian II, Senior Librarian, Supervising Librarian</p> <table border="1" data-bbox="884 946 1128 1117"> <thead> <tr> <th>Years</th> <th>Accrual</th> </tr> </thead> <tbody> <tr> <td>0 to 11</td> <td>120 hrs</td> </tr> <tr> <td>12 to 17</td> <td>160 hrs</td> </tr> <tr> <td>18 to 24 yrs</td> <td>200 hrs</td> </tr> <tr> <td>25 yrs +</td> <td>240 hrs</td> </tr> </tbody> </table> <p>Each such employee shall be entitled to take, during these first two (2) years, only such actual vacation leave as he or she earns After two years of service, employees may request, and</p>	Years	Accrual	0 to 4	80 hrs	5 to 17	160 hrs	18 to 24 yrs	200 hrs	25 yrs +	240 hrs	Years	Accrual	0 to 11	120 hrs	12 to 17	160 hrs	18 to 24 yrs	200 hrs	25 yrs +	240 hrs					
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			upon approval, take up to a maximum of two weeks of their annual vacation, in advance of actual earning.					
VACATION LIMIT & SELL BACK	320 Hour Limit Not later than October 1 of each year, the City will advise employees who have attained a maximum accumulation of vacation whether such excess earned vacation must be scheduled as time off prior to March 31. The City shall require all employees to reduce their accrued vacation balances to no more than 320 hours, as of the last pay period in February of each year. To effectuate the requirement that	320 Hour Limit No Sell Back	320 Hour Limit No Sell Back	320 Hour Limit No Sell Back Employee can only take what has been earned during the portion of the calendar year in which the employee was originally appointed and during that next succeeding calendar year. After two (2) years of service, employees may request, and upon approval, to take up to 2 weeks of their annual vacation, in advance of actual earning.	320 Hour Limit No Sell Back Only can take what has earned	320 Hour Limit Sell Back up to 160 Hours/Year Employees can carry over from one vacation year to the next no more than 320 hours of earned vacation Employees have the option to sell to the City up to one 160 hours of accumulated vacation time. Not later than October 1 of each vacation year, the City will notify each affected employee of the amount of the employee's earned vacation projected to exceed three hundred	56 hr emp. = 360 hrs 40 hr emp. = 200 hr Sell Back up to ½ of accrued vacation by whole weeks Fire Suppression and medical response personnel subject to 20 weeks per shift maximum Each employee shall be entitled to take, during his/her first 2 full years of City employment, only such annual vacation leave as the employee earns Prorated vacation leave based upon the actual years of service with the	56 hr emp. = 360 hrs 40 hr emp. = 200 hr Sell Back up to ½ of accrued vacation by whole weeks Fire Suppression and medical response personnel subject to 20 weeks per shift maximum Each employee shall be entitled to take, during his/her first 2 full years of City employment, only such annual vacation leave as the employee earns Prorated vacation leave based upon the actual years of service with the

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	<p>employees not accrue more than 320 hours vacation leave, no later than November 15 of each year the City will provide Department Heads with a report identifying all employees who have accrued two hundred and eighty (280) hours of vacation</p> <p>No Sell Back except for Assistant Fire Chiefs, Fire Marshal & Battalion Chief who may sell back up to 160 Hours/Year</p>					<p>twenty (320) hours at the end of the vacation year The employee shall notify the Department on a form provided by the Auditor that he or she is exercising this option no later than March 1 of any calendar year. The City will pay the employee for the purchased vacation hours by March 31 of the same calendar year.</p>	<p>City and upon the actual amount of time worked in the preceding calendar year. time spent on extended military leave or parental leave shall be counted as time spent in the service of the City</p> <p>Employees can carry over from one vacation year to the next, no more than eight (8) vacation periods of earned vacation An employee who is anticipating retirement in the next vacation year will not be forced to use accumulated vacation time in the last year of employment.</p>	<p>City and upon the actual amount of time worked in the preceding calendar year. time spent on extended military leave or parental leave shall be counted as time spent in the service of the City</p> <p>Employees can carry over from one vacation year to the next, no more than eight (8) vacation periods of earned vacation An employee who is anticipating retirement in the next vacation year will not be forced to use accumulated vacation time in the last year of employment.</p>
PAID PARKING	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	33 spaces	Not Applicable	Not Applicable
TRANSIT SUBSIDY (IRC 132(f) Plan)	Annual free Easy Pass for AC Transit; IRC 132(f) plan for transit vouchers up to \$235 in value per month for public transit	Annual free Easy Pass for AC Transit; IRC 132(f) plan for transit vouchers up to \$235 in value per month for public	Annual free Easy Pass for AC Transit; IRC 132(f) plan for transit vouchers up to \$235 in value per month for public	Annual free Easy Pass for AC Transit; IRC 132(f) plan for transit vouchers up to \$235 in value per month for public	Annual free Easy Pass for AC Transit; IRC 132(f) plan for transit vouchers up to \$235 in value per month for public	Not Applicable	Not Applicable	Not Applicable

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	subsidies with \$20 per month subsidy	transit subsidies with \$20 per month subsidy	transit subsidies with \$80 per month subsidy	transit subsidies with \$20 per month subsidy	transit subsidies with \$20 per month subsidy			
GRIEVANCE/ DISCIPLINARY APPEALS	Personnel Board	Arbitration: Final & binding	Arbitration: Final & binding	Arbitration: Final & binding	Arbitration: Final & binding for discipline, advisory for grievances	Arbitration: Final & binding for discipline, advisory for grievances	Not Applicable	Arbitration: Final & binding for discipline, advisory for grievances
AGENCY SHOP	Not Applicable	Yes for Units P1, P2 Units M Maintenance of Membership	Yes Unit IA excluded	Yes Unit K2 excluded	Yes	Not Applicable	Not Applicable	Not Applicable
SCHEDULED WAGE INCREASES	9/13/15: 2% 12/20/15: 1% 12/20/15: .5% 6/19/16: 1% 6/18/17: 1.5% For Non-Safety – 12/31/17: .69% for 1% CalPERS Swap 12/31/17: 4.89% for 7% CalPERS Swap 7/29/18 – 3% 6/30/19 – 2% 7/1/21 – 4% 7/1/22 – 3% 7/1/23 – 1%	5/22/16: 2.5% 6/19/16: 1% 11/6/16: 5.86% for 8% CalPERS Swap 11/6/16: 1% 6/18/17: .75% 7/1/18: .25% 12/16/18: 3% 12/20/19: 2% 7/1/21 – 3% 7/1/22 – 3% 7/1/23 – 1%	5/22/16: 2% 6/19/16: 0.75% 1/1/17: 1.5% 1/1/17: 5.58% Swap 6/18/17: 0.75% 7/1/18: 0.5% 10/21/18: 3% 10/21/18 – \$18/hr for Library Page and Sports Monitor 10/20/19: 2% 7/1/21 – 3% 7/1/22 – 3% 7/1/23 – 1%	9/13/15: 2% 12/20/15: 1% 12/20/15: .5% 6/19/16: 1% 12/31/17: .69 for 1% CalPERS Swap 6/18/17: 1.5% 12/31/17: 4.89% for 7% CalPERS Swap 7/29/18: 3% 7/30/19 – 2% 7/1/21 – 4% 7/1/22 – 3% 7/1/23 – 1%	1/17/16: 2% 6/19/16: 1% 7/3/16: 1% for 1.25% CalPERS Swap 1/1/17: 1% 12/21/18: 3% 10/20/19: 2% 7/1/21 – 4%	7/1/16: 1% 1/1/17: 1% 8/1/18: 4% 7/14/19: 4% 1/12/20: 1% 7/1/21 – 3% 7/1/22 – 3% 2.66% Police Lieutenant salary increase 2.61% Police Sergeant salary increase	12/20/15: 1.0% 12/20/15: 0.5% 3/26/17: 1.0% 6/18/17: 1.5% 10/21/18: 3% 7/14/19: 2% 7/1/21: 3% 7/1/22: 3% 2.31% equity increase for Battalion Chiefs to median	10/11/15: 2% 6/19/16: 2% 1/1/17: .5% 8/12/18: 4% 7/14/19: 2% 7/1/21: 2.5%, plus 2.48% for Fire Fighter, 10.07% for Captain II, 2.81% for Apparatus Operator, 2.46% for Fire Inspector 7/1/22: 3.5%

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STEP INCREASES	<p>Career employees step increases shall be effective, for payroll purposes only, on the first day of the pay period nearest to the anniversary date</p> <p>An employee's pay increase shall not be affected by any leave of absence without pay if the employee is off the payroll for less one hundred sixty (160) consecutive hours. If the employee is off the payroll for one hundred sixty (160) consecutive hours or more, the total amount of time off shall be made up before the employee shall be entitled to such pay.</p> <p>An employee who holds provisional</p>	<p>Career employees step increases shall be effective, for payroll purposes only, on the first day of the pay period nearest to the anniversary date</p> <p>An employee's pay increase shall not be affected by any leave of absence without pay if the employee is off the payroll for less one hundred sixty (160) consecutive hours. If the employee is off the payroll for one hundred sixty (160) consecutive hours or more, the total amount of time off shall be made up before the employee shall be entitled to such pay.</p>	<p>Career employees step increases shall be effective, for payroll purposes only, on the first day of the pay period nearest to the date an employee is entitled to a step increase (anniversary date or 1040 hours).</p> <p>An employee's pay increase shall not be affected by any leave of absence without pay if the employee is off the payroll for less one hundred sixty (160) consecutive hours. If the employee is off the payroll for one hundred sixty (160) consecutive hours or more, the total amount of time off shall be made up before the employee shall be entitled to such pay.</p>	<p>R-2 has worked one thousand forty (1040) hours without terminating service, such employee shall be moved to the next higher salary step within his or her present classification on the first day of the payroll period following completion of 1040 hours. Non-career Unit R-2 employees who become Career Unit R-1 employees will receive their step increase following their appointment to career status after completing the 1040 hours. Subsequently, they will receive step increases on an annual basis from the date of the above increase. Employees shall receive no more than</p>	<p>Career employees step increases shall be effective, for payroll purposes only, on the first day of the pay period nearest to the anniversary date</p> <p>An employee's pay increase shall not be affected by any leave of absence without pay if the employee is off the payroll for less one hundred sixty (160) consecutive hours. If the employee is off the payroll for one hundred sixty (160) consecutive hours or more, the total amount of time off shall be made up before the employee shall be entitled to such pay.</p> <p>An employee who holds a provisional</p>	<p>Increases between salary steps shall occur on the employee's annual anniversary date.</p> <p>Length of Service – Police Officer Salary Step</p> <ul style="list-style-type: none"> A - 0 month to completion of 12 months B - 13 to 24 C - 25 to 36 D - 37 to 48 E - 49 to 60 F – 61 to 72 G - 73rd month and beyond <p>Length of Service – All Ranks Above Police Officer</p> <ul style="list-style-type: none"> A – Beginning of 25th month to completion of 36th month B – 37 to 48 C – 49 to 60 D – 61 to 72 E – 73+ <p>Upon promotion, the employee shall be placed at the step of the higher</p>	<p>Step increases shall be effective for payroll purposes only on the first day of the pay period nearest to the actual anniversary date.</p> <p>If an employee is off the payroll for 160 consecutive hours for employees assigned to a 40 hour work week or 288 hours for employees assigned to a 56 hour work week, the total amount of time off shall be made up before the employee shall be entitled to a pay increase, except employees on approved parental leave or military leave are exempt from such requirement.</p> <p>Employees must receive an overall evaluation of "meets requirements" in order to advance to the</p>	<p>Step increases shall be effective for payroll purposes only on the first day of the pay period nearest to the actual anniversary date.</p> <p>Firefighter Steps:</p> <ul style="list-style-type: none"> A 0-6 months B 7-12 C 13-18 D 19-24 E 25-36 F 27-48 G 49-60 H 61-72 I 73+ <p>Fire Apparatus Operator, Fire Prevention Inspector, Deputy Fire Marshal, Fire Captain I/II, and Paramedic Supervisor I</p> <ul style="list-style-type: none"> B 0-48 months C 49-60 D 61-72 E 73+ <p>If an employee is off the payroll for 160</p>

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	<p>status in a classification shall receive step increases in such classification as if the employee held permanent appointment thereto.</p>		<p>When an employee in Unit R-2 has worked one thousand forty (1040) satisfactory hours without terminating his or her service with the City or being terminated from his or her service with the City, such employee shall be moved to the next higher salary step within his or her present classification on the first day of the payroll period following completion of said one thousand forty (1040) hours.</p> <p>Non-career Unit R-2 employees who become Career Unit R-1 employees will receive their step increase following their appointment to career status after</p>	<p>1 step increase in any year.</p> <p>Career employees step increases shall be effective, for payroll purposes only, on the first day of the pay period nearest to the anniversary date</p> <p>An employee's pay increase shall not be affected by any leave of absence without pay if the employee is off the payroll for less one hundred sixty (160) consecutive hours. If the employee is off the payroll for one hundred sixty (160) consecutive hours or more, the total amount of time off shall be made up before the employee shall be entitled to such pay.</p>	<p>appointment in a classification shall receive step increases in such classification as if the employee held a permanent appointment thereto.</p>	<p>rank that is commensurate with the employee's length of service in any classifications represented by the Association.</p> <p>An employee appointed through lateral entry may be appointed at either a salary step or longevity range level commensurate with his or her experience as a sworn peace officer.</p>	<p>next step in the salary range.</p>	<p>consecutive hours for employees assigned to a 40 hour work week or 288 hours for employees assigned to a 56 hour work week, the total amount of time off shall be made up before the employee shall be entitled to a pay increase, except employees on approved parental leave or military leave are exempt from such requirement.</p> <p>Employees must receive an overall evaluation of "meets requirements" in order to advance to the next step in the salary range.</p>

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			<p>completing the 1040 hours. Subsequently, they will receive step increases on an annual basis from the date of the above increase.</p> <p>Employees shall receive no more than one (1) step increase in any year.</p> <p>Hourly Library Aides who are appointed to 20 hour fully benefited positions receive the first step increase after that appointment based on the 1040 rule provided that 12 months have passed since the date of the last step increase. The anniversary date for further successive annual step increases shall be established based on the date of</p>	<p>An employee who holds provisional status in a classification shall receive step increases in such classification as if the employee held permanent appointment thereto.</p>				

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			<p>the first step increase after the 20 hour appointment is effective.</p> <p>When a permanent part-time Library Aide who works less than 20 hours per week has worked 1040 hours without terminating his/her service with the City or being terminated from his/her service with the City, such employee shall be moved to the second salary step within his/her classification on the first day of the payroll period following completion of said 1040 hours, provided that at least twelve (12) calendar months shall pass from step increase to step increase. Such employees shall be</p>					

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			<p>eligible for subsequent step increases on a 1040 hour formula</p> <p>When a non-career employee has worked two thousand eighty (2080) hours subsequent to July 1, 1983 without terminating his/her service with the City or being terminated from his/her service with the City, such employee shall be moved to the next higher salary step within her/his present classification on the first day of the payroll period following completion of said 2080 hours. Non-career employees shall be eligible for subsequent step increases based on the above 2080 hour</p>					

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			formula.					
WORKERS' COMPENSATION	<p>Payments from the insurance carrier, plus the monies paid to the employee by the City, shall be equivalent to the employee's regular full pay.</p> <p>City will continue to pay difference of pay for up to 365 days.</p>	<p>Payments from the insurance carrier, plus the monies paid to the employee by the City, shall be equivalent to the employee's regular full pay.</p> <p>City will continue to pay difference of pay for up to 365 days.</p>	<p>Payments from the insurance carrier, plus the monies paid to the employee by the City, shall be equivalent to the employee's regular full pay.</p> <p>City will continue to pay difference of pay for up to 365 days.</p> <p>An R-2 employee who is entitled to Workers' Compensation by reason of a job-related injury shall receive up to twelve (12) hours per week credit for time lost by reason of such injury for purposes of the one thousand forty (1040) hours progression only. Lesser credit shall be given to employees</p>	<p>Payments from the insurance carrier, plus the monies paid to the employee by the City, shall be equivalent to the employee's regular full pay.</p> <p>City will continue to pay difference of pay for up to 365 days.</p>	<p>Payments from the insurance carrier, plus the monies paid to the employee by the City, shall be equivalent to the employee's regular full pay.</p> <p>City will continue to pay difference of pay for up to 365 days. An absence for less than 4 hours results in a calculation of ½ a day. An absence for 4 hours or more results in a calculation of 1 day.</p>			

BENEFIT CATEGORY	UNREPRESENTED EMPLOYEES	PUBLIC EMPLOYEES UNION LOCAL ONE	SEIU LOCAL 1021 COMMUNITY SERVICES & PTRLA	SEIU LOCAL 1021 MAINTENANCE AND CLERICAL	IBEW LOCAL 1245	BERKELEY POLICE ASSOCIATION	BFFA LOCAL 1227, BERKELEY CHIEF FIRE OFFICERS ASSOCIATION (Unit A)	BERKELEY FIREFIGHTERS ASSOCIATION I.A.F.F. LOCAL 1227
			who average fewer than twelve (12) hours of work per week based on such actual average.					
PROBATIONARY PERIODS	1 year probationary period for Z1 and Z2 6 month probationary period for all other units	Original and promotional appointments from employment lists for classifications in the M - Management (Career), and the P-1 Professional (Career) representational units shall be tentative and subject to a probationary period of one (1) year of actual service. However, the City will provide written performance evaluations to such probationers at the fourth (4 th) month, eighth (8 th) month and twelve (12 th) month periods (unless rejected from	Original and promotional appointments from employment lists shall be tentative and subject to a probationary period of 6 months (minimum 1040 hours) of actual service for full-time employees, and 6 calendar months (minimum of 520 hours for ½ time employees, minimum 780 hours for ¾ time employees), exclusive of all leave and light duty, and shall be completed within a 1 year period. Probationary	Original and promotional appointments from employment lists shall be tentative and subject to a probationary period of six (6) months (minimum of 1,040 hours) actual work exclusive of all leave and light duty and shall be completed within a one (1) year period. Community Service Officer, and Community Service Officer Supervisor the probationary period shall be nine (9) months (minimum 1,560 hours)	Appointments from a list is subject to 1 year, movement within the unit is subject to a probationary period of 6 months Probationary employees who are granted military leaves of absence shall complete the balance of their probationary period within a period of six (6) months following their return to City service If, before completing the required probationary period, an employee is	Police Officer = 2 years Original and promotional appointments to classes above the rank of Police Officer shall be tentative and subject to a probationary period of six (6) months of actual service and shall be completed within a one (1) year period If, before completing the required probationary period, an employee is provisionally appointed to a higher class in the same or a related series of classes, the time served in such higher class shall be counted toward completion of the probationary period in the lower class.	1-Year	Fire Fighter/Fire Fighter Paramedic subject to a probationary period within a period of 2 years of actual service Probationary employees granted parental leave or military leaves of absence shall complete the balance of their probationary period within 6 months following their return to City service Fire Captain II, Fire Prevention Inspector, Deputy Fire Marshal, Paramedic Supervisor I, and Fire Apparatus Operator, shall be tentative and subject to a probationary period of 1 year of actual service.

BENEFIT CATEGORY	UNREPRESENTED EMPLOYEES	PUBLIC EMPLOYEES UNION LOCAL ONE	SEIU LOCAL 1021 COMMUNITY SERVICES & PTRLA	SEIU LOCAL 1021 MAINTENANCE AND CLERICAL	IBEW LOCAL 1245	BERKELEY POLICE ASSOCIATION	BFFA LOCAL 1227, BERKELEY CHIEF FIRE OFFICERS ASSOCIATION (Unit A)	BERKELEY FIREFIGHTERS ASSOCIATION I.A.F.F. LOCAL 1227
		<p>probation as provided in Sections 41.3 (Report Requirements) and 41.4 (Rejections During Probationary Period). The City will provide the written performance evaluation to the probationer within 30 calendar days of the fourth (4th) and eighth (8th) month evaluation period and before completion of the twelfth (12th) month. If the City fails to provide the aforementioned written performance evaluations for a specific probationer, the City will waive its right to enforce the one (1) year probationary period for the specific probationer and the probationary period</p>	<p>employees who are granted military leaves of absence shall complete the balance of their probationary period within a period of 6 months following their return to City service.</p> <p>Classifications with a 9-month (minimum of 1560 hours) of actual service for full-time employees, 9-month (minimum of 780 hours for ½ time employees, 1170 hours for ¾ employees, etc) of actual service probationary period: Applications Programmer Analyst II Architect Auditor II Central Library Circulation Supervisor Community</p>	<p>completed within eighteen (18) months</p> <p>Public Safety Dispatcher I or Public Safety Dispatcher II fifteen (15) months (minimum 2,600 hours) completed within twenty-four (24) months</p> <p>Probationary employees who are granted military leaves of absence shall complete the balance of their probationary period within a period of six (6) months following their return to City service</p> <p>If, before completing the required probationary period, an employee is provisionally appointed to a higher class in the same or a</p>	<p>provisionally appointed to a higher class in the same or a related series of classes, the time served in such higher class shall be counted toward completion of the probationary period in the lower class.</p>	<p>Lateral appointments shall be tentative and subject to a probationary period of eighteen (18) months of actual service.</p>		

BENEFIT CATEGORY	UNREPRESENTED EMPLOYEES	PUBLIC EMPLOYEES UNION LOCAL ONE	SEIU LOCAL 1021 COMMUNITY SERVICES & PTRLA	SEIU LOCAL 1021 MAINTENANCE AND CLERICAL	IBEW LOCAL 1245	BERKELEY POLICE ASSOCIATION	BFFA LOCAL 1227, BERKELEY CHIEF FIRE OFFICERS ASSOCIATION (Unit A)	BERKELEY FIREFIGHTERS ASSOCIATION I.A.F.F. LOCAL 1227
		<p>for the specific probationer shall be six (6) months of actual service.</p> <p>Original and promotional appointments from employment lists for classifications in the P-2 - Engineering Paraprofessional (Career) representational units shall be tentative and subject to a probationary period of six (6) months of actual service. Time spent on workers' compensation leave as a result of an industrial injury shall not be considered as actual service and shall not be included as time served toward completion of the probationary period. Probationary</p>	<p>Development Project Coordinator Hazardous Materials Specialist II Landscape Architect Landscape Architect (Registered) Library Literacy Program Coordinator Library Materials Preparation Specialist Library Special Services Coordinator Senior Community Health Specialist Senior Environmental Health Specialist Senior Field Investigator Senior Health Management Analyst Senior Information Systems Specialist Senior Librarian Senior Mental Health Clinician Senior Planner Senior Psychiatric Social Worker Senior Public Health</p>	<p>related series of classes, the time served in such higher class shall be counted toward completion of the probationary period in the lower class.</p>				

BENEFIT CATEGORY	UNREPRESENTED EMPLOYEES	PUBLIC EMPLOYEES UNION LOCAL ONE	SEIU LOCAL 1021 COMMUNITY SERVICES & PTRLA	SEIU LOCAL 1021 MAINTENANCE AND CLERICAL	IBEW LOCAL 1245	BERKELEY POLICE ASSOCIATION	BFFA LOCAL 1227, BERKELEY CHIEF FIRE OFFICERS ASSOCIATION (Unit A)	BERKELEY FIREFIGHTERS ASSOCIATION I.A.F.F. LOCAL 1227
		<p>employees who are granted military leaves of absence shall complete the balance of their probationary period within a period of six (6) months following their return to City service.</p>	<p>Nurse Supervising Librarian Supervising Library Assistant</p> <p>For the promotional appointment of a career employee to a non-supervisory position that is part of the normal promotional ladder for that position, the probationary period shall be 6 months.</p> <p>Department head may extend the probationary period during the 5th or 6th month of a 6 month probationary period from 6 to 9 months provided that written probationary period evaluations have been given to the employee and filed with the HRD no later than 45 days after the 2nd and 4th</p>					

BENEFIT CATEGORY	UNREPRESENTED EMPLOYEES	PUBLIC EMPLOYEES UNION LOCAL ONE	SEIU LOCAL 1021 COMMUNITY SERVICES & PTRLA	SEIU LOCAL 1021 MAINTENANCE AND CLERICAL	IBEW LOCAL 1245	BERKELEY POLICE ASSOCIATION	BFFA LOCAL 1227, BERKELEY CHIEF FIRE OFFICERS ASSOCIATION (Unit A)	BERKELEY FIREFIGHTERS ASSOCIATION I.A.F.F. LOCAL 1227
			<p>months.</p> <p>Department head may extend the probationary period during the 7th or 8th month of a 9 month probationary period from 9 to 12 months provided that written probationary period evaluations have been given to the employee and filed with the HRD no later than 45 days after the 3rd and 6th months.</p>					
PERFORMANCE EVALUATIONS		<p>The City will provide written performance evaluations to such probationers at the fourth (4th) month, eighth (8th) month and twelve (12th) month periods (unless rejected from probation as provided in Sections 41.3</p>	<p>The City shall give probationary employees written, bi-monthly, probationary period evaluations in order to advise the employee of their performance.</p> <p>Annually done by direct supervisor and</p>	<p>Annually done by direct supervisor and reviewed by additional levels of supervision. Each employee may make written comments on the evaluation</p> <p>Supervisor must have observed the</p>	<p>Annually done by direct supervisor and reviewed by additional levels of supervision. Each employee may make written comments on the evaluation</p>	<p>Annually done by direct supervisor and reviewed by additional levels of supervision. Each employee may make written comments on the evaluation At this time, each employee shall be given an opportunity to update or fill out his or her "In Line of Duty Death</p>	<p>Annually done by direct supervisor and reviewed by additional levels of supervision. Each employee may make written comments on the evaluation</p>	<p>For probationary employees originally appointed to the class of Fire Fighter/Fire Fighter Paramedic, a report on their qualifications shall be made at the end of the 6th, 12th and 18th month and within ten (10) days of the end of the probationary period.</p>

BENEFIT CATEGORY	UNREPRESENTED EMPLOYEES	PUBLIC EMPLOYEES UNION LOCAL ONE	SEIU LOCAL 1021 COMMUNITY SERVICES & PTRLA	SEIU LOCAL 1021 MAINTENANCE AND CLERICAL	IBEW LOCAL 1245	BERKELEY POLICE ASSOCIATION	BFFA LOCAL 1227, BERKELEY CHIEF FIRE OFFICERS ASSOCIATION (Unit A)	BERKELEY FIREFIGHTERS ASSOCIATION I.A.F.F. LOCAL 1227
		<p>(Report Requirements) and 41.4 (Rejections During Probationary Period). The City will provide the written performance evaluation to the probationer within 30 calendar days of the fourth (4th) and eighth (8th) month evaluation period and before completion of the twelfth (12th) month. If the City fails to provide the aforementioned written performance evaluations for a specific probationer, the City will waive its right to enforce the one (1) year probationary period for the specific probationer and the probationary period for the specific probationer shall be</p>	<p>reviewed by additional levels of supervision. Each employee may make written comments on the evaluation</p>	<p>employee's performance for at least three (3) months in that evaluation period, if they have not then the performance evaluation shall be postponed until this minimum time has elapsed. Employees who regularly do not work consecutive periods of over three (3) months with the same supervisor, the evaluation shall be completed as regularly due with the primary supervisors providing a joint evaluation.</p>		<p>Notification Package</p>		<p>Annually done by direct supervisor and reviewed by additional levels of supervision. Each employee may make written comments on the evaluation</p>

BENEFIT CATEGORY	UNREPRESENTED EMPLOYEES	PUBLIC EMPLOYEES UNION LOCAL ONE	SEIU LOCAL 1021 COMMUNITY SERVICES & PTRLA	SEIU LOCAL 1021 MAINTENANCE AND CLERICAL	IBEW LOCAL 1245	BERKELEY POLICE ASSOCIATION	BFFA LOCAL 1227, BERKELEY CHIEF FIRE OFFICERS ASSOCIATION (Unit A)	BERKELEY FIREFIGHTERS ASSOCIATION I.A.F.F. LOCAL 1227
		six (6) months of actual service.						
PROVISIONAL APPOINTMENTS		To be eligible for a higher classification assignment, the employee must work a minimum of one (1) day, meet the minimum qualifications, and perform the duties of the higher classification. Employees meeting these requirements will be compensated at the lowest step of the higher classification that provides at least a five percent (5%) differential from their current salary. Excluded from this provision are all employees whose job classifications description explicitly includes regularly		An employee provisionally appointed to a classification outside the bargaining unit shall work the work schedule and receive the salary of the classification of the provisional appointment. Such employees shall receive whatever vehicle assignments, subject to normal application and use procedures, which are associated with that higher position, and, if assigned in excess of 30 days, the employee shall be subject to the overtime provisions that apply to the higher-level classification. All the health and welfare		Step to Step	Work minimum of two hours: Paid at same step in higher class as is held in permanent class Employees shall only be allowed to act in a higher classification if they are on the current promotional list for the position and must be permanent in the rank immediately below the higher classification. If no qualified personnel on the current promotional list are available to act, Minimum Qualification Actors shall be allowed. Eligible for all pay differentials associated with higher class	Work minimum of two hours: Paid at same step in higher class as is held in permanent class Employees shall only be allowed to act in a higher classification if they are on the current promotional list for the position and must be permanent in the rank immediately below the higher classification. If no qualified personnel on the current promotional list are available to act, Minimum Qualification Actors shall be allowed. Eligible for all pay differentials associated with higher class

BENEFIT CATEGORY	UNREPRESENTED EMPLOYEES	PUBLIC EMPLOYEES UNION LOCAL ONE	SEIU LOCAL 1021 COMMUNITY SERVICES & PTRLA	SEIU LOCAL 1021 MAINTENANCE AND CLERICAL	IBEW LOCAL 1245	BERKELEY POLICE ASSOCIATION	BFFA LOCAL 1227, BERKELEY CHIEF FIRE OFFICERS ASSOCIATION (Unit A)	BERKELEY FIREFIGHTERS ASSOCIATION I.A.F.F. LOCAL 1227
		assuming administrative and/or supervisory responsibilities in the absence of another.		benefits and all other terms and conditions of employment set forth in this agreement shall apply to an employee provisionally appointed to a classification outside the bargaining unit.				

Note on Composite Fringe Benefit Rate: This is a percentage the City uses for internal budgeting and labor costing. The fringe rate includes: CalPERS Employer Rate, CalPERS Employee Rate, Medical, Dental, SRIPI, SRIP II, SRIP II Disability, Retiree Medical, Medicare, Life Insurance. Other Benefits: SRIP I Unfunded Liability (Miscellaneous employees only), Unemployment Insurance, YMCA, Catastrophic Leave, Employee Assistance Program, VDT, Employee Training Program and Terminal Sick and Vacation Payouts. The composite fringe rate does not include an internal charge for workers' compensation.

* "Unrepresented Safety Members" are Sworn Management Employees consisting of the classifications of Chief of Police, Fire Chief, Deputy Fire Chief, Assistant Fire Chief; Battalion Chief; Fire Marshal.

** Classification Titles of Local 1021 Maintenance Chapter classes receiving a Uniform Allowance outlined in Section 41.14.

*** Section 3.03.05 of the **Unrepresented Employee Manual** provides that "For new hires, the City Manager may authorize vacation accrual at a higher rate, up to the maximum accrual rate, depending upon the paid leave accrual of the potential employee at his/her present employer. The new hire must be able to document his/her current paid leave accrual, which has been earned for general use, such as vacation. The waiting period to advance to the next accrual rate would be the actual number of years between the respective accrual levels.

Premium Pay Differentials for SEIU Local 1021	
SEIU Local 1021 Community Services and PTRLA	<p>ICC Differentials for Senior Building Plans Examiner, Building Plans Examiner, Senior Building Inspector, Building Inspector (Certified) and Building Inspector - 4% Max. Electrical Inspection Certificate - 3%; Mechanical Inspection Certificate, Plumbing Inspection Certificate, Accessibility Inspector/Plans Examiner Certificate, Plans Examiner Certificate - 1%; Certified Access Specialist (CAS) - 3% (not be subject to the 4% max)</p> <p>ICC Differentials for Housing Inspector and Permit Specialist – 8% Max. ICC Building Inspection Certificate or Building Plans Examiner Certificate - 4%; ICC Electrical Inspection Certificate - 3%; ICC Mechanical Inspection Certificate, Plumbing Inspection Certificate, Accessibility Inspector/Plans Examiner Certificate, Plans Examiner Certificate - 1%. Housing Inspector - ICC Rehabilitation and Conservation Inspection Certificate - 2%. Permit Specialist - ICC Permit Technician Certificate – 4%.</p> <p>ICC Differentials for Housing Inspector (Certified) - An employee in the classification of Housing Inspector (Certified) Max 4%. ICC Electrical Inspection Certificate - 3%, Mechanical Inspection Certificate, Plumbing Inspection Certificate, Accessibility Inspector/Plans Examiner Certificate, Light Commercial Combination Inspection Certificate - 1%. Rehabilitation and Conservation Inspection Certificate or Housing Inspection Certificate – 2%.</p> <p>Fire and Life Safety Plans Examiner and Senior Building Plans Examiner 4% for an ICC Fire Plans Examiner Certificate.</p> <p>Hazardous Materials Specialist II – 2% ICC Underground Storage Tank Inspection Environmental Compliance Specialist – 2% ICC UST Operator</p> <p>Library Supervisor In Charge - 5%</p> <p>Psychiatrist Board Certification Educational Incentive Pay – 5% per board certification, up to Max 10%</p> <p>Senior Information Systems Support Technician - Cisco Certified Network Associate (CCNA) certificate 2% differential. Microsoft Certified Systems Engineer (MCSE) certificate 4% differential.</p> <p>Recreation Activity Leaders assigned to work with disabled children in the Inclusion Program and who provide personal care services (i.e., toileting, etc.) 6.5% differential for those hours worked in the program.</p> <p>Community Health Worker Specialist and Senior Community Health Specialist who are required to possess a certificate to perform venipuncture for blood samples – 5%</p> <p>Hourly Rated Employees In Lieu of CalPERS 7%</p>
SEIU Local 1021 Maintenance and Clerical	<p>Clerical in Mental Health Clinics - 5%; Summer Youth Supervision - 5%;</p>

	<p>Construction Equipment Operator - 7½ %; Hazardous Substance Special Assignment Pay – 3% when assigned cleanup of established encampments Sewer Pay - \$0.90 per hour; Smog License - 2%; Roll Off Container Truck \$45.00/mo.; Unit J only - Barricaded Subject Hostage Negotiation Team or Crowd Management Team - 5%; Community Service Officers and Community Service Officer Supervisor assigned to handle narcotics evidence in the Police Property Room 3%; Class A or B 3%; Zero Waste Route Reduction Premium: 2.5% for impacted employees of permanent elimination of routes below 27 Solid Waste Workers when assigned to commercial or residential routes 2% as of 6/19/16 and 4% as of 6/18/17 Hourly Rated Employees In Lieu of CalPERS 7%</p>
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Health & Dental Plan Monthly Premium Rates

Health & Dental Plan Monthly Premium Rates

Effective January 1, 2023

these rates are subject to change

Medical Monthly Rates			
	Total Premium	City Pays	Employee Pays*
<u>Kaiser S1 Group (HMO) Group # 60</u>			
(\$0 office, \$5 RX)			
Single	\$919.50	\$919.50	\$0.00
Two Party	\$1,839.00	\$1,839.00	\$0.00
Family	\$2,445.87	\$2,445.87	\$0.00
<u>Sutter Health Plus HMO ML30 Group # 116006-000001</u>			
(\$10 office/ \$10 generic, \$30 brand, \$60 brand non-formulary, 20% co-insurance specialty Rx)			
Single	\$924.50	\$919.50	\$5.00
Two Party	\$1,849.00	\$1,839.00	\$10.00
Family	\$2,460.70	\$2,445.87	\$14.83
<u>Kaiser HSA-Qualified Deductible HMO Plan Group #60</u>			
(\$0 office, \$5 RX) - \$2,700 single, \$5,450 family			
Single	\$617.57	\$308.79	\$308.79
Two Party	\$1,235.13	\$617.57	\$617.57
Family	\$1,747.72	\$873.86	\$873.86
* Benefited employees working a part-time schedule may be responsible for paying a pro-rated portion of the monthly premium			

Revised 2/10/23

Dental Monthly Rates			
Police Officers (8367-0017)	\$170.32	\$170.32	\$0.00
Firefighters (8367-0017)	\$170.32	\$170.32	\$0.00
Electricians (8367-0015)	\$204.83	\$204.83	\$0.00
Confidential and Executive Management (8367-0017)	\$170.32	\$170.32	\$0.00
Local One (8367-0017)	\$170.32	\$170.32	\$0.00
All Other Employees (8367-0012)	\$150.56	\$150.56	\$0.00

Exhibit K - SHOES, TOOLS & UNIFORMS

Rep Unit	Classification Title	Annual Shoe Allowance	Annual Tool Allowance	Annual Uniform Allowance
D	Animal Control Officer			\$1,400
D	Building Maintenance Mechanic	\$200	\$500	
D	Building Maintenance Mechanic Trainee	\$200	\$500	
D	Building Maintenance Supervisor	\$200	\$500	
K1	City Services Aide	\$200		
J	Community Services Officer			\$1,400
J	Community Service Officer Supervisor			\$1,400
D	Concrete Finisher	\$200		
D	Construction Equipment Operator	\$200		
D	Container Maintenance Welder	\$200	\$220	
D	Equipment Parts Technician	\$200		
D	Forestry Climber	\$200		
D	Forestry Climber Supervisor	\$200		
D	Forestry Climber Trainee	\$200		
D	Forestry Technician	\$200		
D	Groundskeeper	\$200		
D	Janitor	\$200		
D	Janitor Supervisor	\$200		
D	Laborer	\$200		
D	Landscape Equipment Operator	\$200		
D	Landscape Gardener	\$200		
D	Landscape Gardener Supervisor	\$200		
D	Landscape Gardener Trainee	\$200		
D	Marina Assistant	\$200		
D	Mechanic	\$200	\$500	
D	Mechanic Supervisor	\$200	\$500	
D	Mechanical Sweeper Operator	\$200		
K1	Offset Equipment Operator	\$200		
J	Parking Enforcement Officer			\$1,400
D	Parking Meter Maintenance Collection Supervisor	\$200	\$250	\$1,400
D	Parking Meter Maintenance Worker	\$200		\$1,400
D	Parking Meter Mechanic	\$200	\$250	\$1,400
D	Parking Meter Mechanic Trainee	\$200		
K2	Printing Services Supervisor	\$200		
J	Public Safety Dispatcher I			\$1,400
J	Public Safety Dispatcher II			\$1,400
D	Public Works Supervisor	\$200		
D	Solid Waste Worker	\$200		
D	Rosarian	\$200		
D	Security Attendant	\$200		
D	Senior Animal Control Officer	\$200		\$1,400
D	Senior Forestry Climber	\$200		
D	Senior Groundskeeper	\$200		
D	Senior Landscape Gardener	\$200		
J	Senior Police Service Assistant			\$1,400
D	Service Technician	\$200	\$220	
D	Sewer Maintenance Assistant Supervisor	\$200		
D	Skilled Laborer	\$200		
D	Parking Enforcement Officer Supervisor			\$1,400
J	Special Response Team			\$700
D	Supervising Parking Meter Mechanic	\$200	\$250	\$1,400
J	Supervising Public Safety Dispatcher			\$1,400
D	Tool Lending Specialist	\$200		
D	Tractor Trailer Driver	\$200		
D	Traffic Maintenance Supervisor	\$200		
D	Traffic Maintenance Worker I	\$200		
D	Traffic Maintenance Worker II	\$200		

Rep Unit	Classification Title	Annual Shoe Allowance	Annual Tool Allowance	Annual Uniform Allowance
D	Warehouse Operations Specialist	\$200		
D	Weighmaster	\$200		
1317	Animal Services Manager	\$200		
2206	Assistant Civil Engineer (Reg)	\$200		
2207	Assistant Public Works Engineer	\$200		
2001	Assistant Traffic Engineer	\$200		
2205	Associate Civil Engineer	\$200		
2203	Associate Traffic Engineer	\$200		
3704	Chief of Party	\$200		
3703	Engineering Inspector	\$200		
2208	Junior Public Works Engineer	\$200		
1312	Public Works Maint. Superintendent	\$200		
1335	Senior Building Maintenance Supervisor	\$200		
1453	Senior Equipment Supervisor	\$200		
1407	Senior Forestry Supervisor	\$200		
1408	Senior Landscape Gardener Supervisor	\$200		
1406	Senior Public Works Supervisor	\$200		
1454	Senior Solid Waste Supervisor	\$200		
6520	Solid Waste Supervisor	\$200		
1340	Supervising Traffic Engineer	\$200		
3711	Survey Technician	\$200		
3001	Traffic Engineering Assistant	\$200		
1369	Waterfront Manager	\$200		
1330	Supervising Building Inspector	\$200		
14040	Supervising Civil Engineer	\$200		
14550	Crime Scene Supervisor			\$1,400
14160	Communications Manager			\$950
24060	Assistant Environmental Health Specialist	\$200		
37060	Building Inspector I (Certified)	\$200		
37050	Building Inspector II	\$200		
33090	Code Enforcement Officer I	\$200		
33100	Code Enforcement Officer II	\$200		
14270	Code Enforcement Supervisor	\$200		
28830	Environmental Compliance Specialist	\$200		
24570	Environmental Health Supervisor	\$200		
13680	Manager of Environmental Health	\$200		
91050	Field Representative assigned to the Solid Waste Division in Public Works	\$200		
35070	Fire Prevention Inspector	\$200		
24590	Hazardous Materials Specialist I	\$200		
24560	Hazardous Materials Specialist II	\$200		
33080	Housing Inspector	\$200		
33060	Housing Inspector (Certified)	\$200		
24050	Registered Environmental Health Specialist	\$200		
32030	Senior Building Inspector	\$200		
24690	Senior Environmental Health Specialist	\$200		
34030	Senior Vector Control Technician	\$200		
34040	Vector Control Technician	\$200		
	Fire Prevention Inspector			\$1,000
	Fire and Life Safety Plans Examiner			\$1,000

Unrepresented Employees (Rep Unit Z-1)

Retiree Health Premium Assistance Plan – Requires at least 8 years of City of Berkeley CalPERS service credit and be at least 55 years of age at time of retirement. City contributions to the Plan increase by up to 4.5% of the Kaiser rate each July 1. If premium exceeds employer contribution, the retiree pays the difference. On September 19, 2006, the Plan was amended to provide for a one-year vesting period for regular “at-will” employees to be effective July 1, 2005. On November 10, 2009, the Plan was amended to provide service credit after 5 years to the new **Police Chief**. On May 23, 2017, the Plan was amended allowing the Police and Fire Chief who promote through the ranks to receive the same benefit as that provided to sworn Police and Fire employees.

Employer contribution level is based on a Years of CalPERS City service formula beginning at 8 years (30%), 9 years (40%), 10 years (50%), 11 years (58%), 12 years (66%), 13 years (74%), 14 years (82%), 15 years (90%), 16 years (92%), 17 years (94%), 18 years (96%), 19 years (98%), and 20 years (100%).

At age 65, Medicare becomes the primary health care provider. City contributes toward payment of premiums for a Medicare supplement plan based on the aforementioned criteria.

The City’s Cost is 1% of gross payroll. Effective July 6, 2003, Unrepresented Employees began contributing an additional 0.25% of gross payroll each July ramping up to 2% of gross payroll by July 1, 2007 and maintaining that level to fund an increase in post 65 Medicare supplement premium assistance to be made by the City.

Unrepresented Employees (Rep Unit Z-1)						
Retiree Health Premium Assistance Plan Monthly Contribution Amounts						
Effective 1/1/23						
KAISER		Total Premium Effective 1/1/23	Retired On or After July 1, 2008		Retired Before July 1, 2008	
			Max RHPA Benefit	Retiree Pays	Max RHPA Benefit	Retiree Pays
PRE-MEDICARE RETIREE - KAISER Group 60-1000 (\$5 office/ \$5 Rx)						
	Single	\$1,684.42	\$492.99	\$1,191.43	\$411.41	\$1,273.01
	Single + Dependents	\$4,766.91	\$492.99	\$4,273.92	\$411.41	\$4,355.50
	2-Party (Retiree + Spouse/Dom Partner/Dependent)	\$3,368.84	\$985.97	\$2,382.87	\$822.83	\$2,546.01
	Family (Retiree, Spouse + Dependent)	\$4,766.91	\$985.97	\$3,780.94	\$822.83	\$3,944.08
PRE-MEDICARE RETIREE - KAISER Group 60-1004 (option B \$10 office, \$5/\$15 Rx, \$500 hospital admission)						
	Single	\$1,621.22	\$492.99	\$1,128.23	\$411.41	\$1,209.81
	Single + Dependents	\$4,588.06	\$492.99	\$4,095.07	\$411.41	\$4,176.65
	2-Party (Retiree + Spouse/Dom Partner)	\$3,242.45	\$985.97	\$2,256.48	\$822.83	\$2,419.62
	Family (Retiree, Spouse + Dependent)	\$4,588.06	\$985.97	\$3,602.09	\$822.83	\$3,765.23
MEDICARE ELIGIBLE RETIREE - KAISER Group 60-1000 Senior Advantage (\$5 office/ \$5 Rx)						
	One-Party w/Medicare	\$345.59	\$260.37	\$85.22	\$187.94	\$157.65
	2-Party w/Medicare	\$691.18	\$520.75	\$170.43	\$375.87	\$315.31
	One Under 65 + One Over 65 (w/Medicare)	\$2,030.01	\$753.36	\$1,276.65	\$599.35	\$1,430.66
SUTTER HEALTH PLUS		Total Premium Effective 1/1/23	Retired On or After July 1, 2008		Retired Before July 1, 2008	
			Max RHPA Benefit	Retiree Pays	Max RHPA Benefit	Retiree Pays
PRE-MEDICARE RETIREE - Group 116006-000003 (\$10 office/ \$10 generic, \$30 brand, 60 brand non-formulary, 20% co-insurance specialty Rx)						
	Single (Retiree)	\$1,241.80	\$492.99	\$748.81	\$411.41	\$830.39
	2-Party (Retiree + 1 Dependent)	\$2,483.60	\$492.99	\$1,990.61	\$411.41	\$2,072.19
	2-Party (Retiree + Spouse/Domestic Partner)	\$2,483.60	\$985.97	\$1,497.63	\$822.83	\$1,660.77
	Family (Retiree & 2+ Dependents)	\$3,305.10	\$985.97	\$2,319.13	\$822.83	\$2,482.27

Unrepresented Employees (Rep Units Z-2, Z-3, Z-4, Z-6)

Retiree Health Premium Assistance Plan – Requires at least 8 years of City of Berkeley CalPERS service credit and be at least 55 years of age at time of retirement. City contributions to the Plan increase by up to 4.5% of the Kaiser rate each July 1. If premium exceeds employer contribution, the retiree pays the difference. Employer contribution level is based on a Years of CalPERS City service formula beginning at 8 years (30%), 9 years (40%), 10 years (50%), 11 years (58%), 12 years (66%), 13 years (74%), 14 years (82%), 15 years (90%), 16 years (92%), 17 years (94%), 18 years (96%), 19 years (98%), and 20 years (100%). At age 65, Medicare becomes the primary health care provider. City contributes toward payment of premiums for a Medicare supplement plan based on the aforementioned criteria.

The City's Cost is 1% of gross payroll for Unrepresented Employees. Effective July 6, 2003, Unrepresented Employees began contributing an additional 0.25% of gross payroll each July ramping up to 2% of gross payroll by July 1, 2007 and maintaining that level to fund an increase in post 65 Medicare supplement premium assistance to be made by the City.

Effective June 29, 2008, the amount the City contributes for Unrepresented Employees in Representation Units Z-2, Z-3 and Z-6 increase by \$50 per month, by an additional \$25 per month effective June 28, 2009 and by an additional \$25 per month effective June 26, 2011 prospectively for the pre-65 retiree health premium assistance portion of the plan.

Unrepresented Employees (Rep Units Z-2; Z-3; Z-4; Z-6)						
Retiree Health Premium Assistance Plan Monthly Contribution Amounts						
Effective 1/1/23						
KAISER		Total Premium Effective 1/1/23	Retired On or After June 29, 2008		Retired Before June 29, 2008	
			Max RHPA Benefit	Retiree Pays	Max RHPA Benefit	Retiree Pays
PRE-MEDICARE RETIREE - KAISER Group 60-1000 (\$5 office/ \$5 Rx)						
	Single	\$1,684.42	\$546.40	\$1,138.02	\$393.70	\$1,290.72
	Single + Dependents	\$4,766.91	\$546.40	\$4,220.51	\$393.70	\$4,373.21
	2-Party (Retiree + Spouse/Dom Partner/Dependent)	\$3,368.84	\$940.09	\$2,428.75	\$787.40	\$2,581.44
	Family (Retiree, Spouse + Dependent)	\$4,766.91	\$940.09	\$3,826.82	\$787.40	\$3,979.51
KAISER Group 60-1004 (option B \$10 office, \$5/\$15 Rx, \$500 hospital admission)						
	Single	\$1,621.22	\$546.40	\$1,074.82	\$393.70	\$1,227.52
	Single + Dependents	\$4,588.06	\$546.40	\$4,041.66	\$393.70	\$4,194.36
	2-Party (Retiree + Spouse/Dom Partner)	\$3,242.45	\$940.09	\$2,302.36	\$787.40	\$2,455.05
	Family (Retiree, Spouse + Dependent)	\$4,588.06	\$940.09	\$3,647.97	\$787.40	\$3,800.66
MEDICARE ELIGIBLE RETIREE - KAISER Group 60-1000 Senior Advantage (\$5 office/ \$5 Rx)						
	One-Party w/Medicare	\$345.59	\$187.94	\$157.65	\$187.94	\$157.65
	2-Party w/Medicare	\$691.18	\$375.87	\$315.31	\$375.87	\$315.31
	One Under 65 + One Over 65 (w/Medicare)	\$2,030.01	\$734.33	\$1,295.68	\$581.64	\$1,448.37
SUTTER HEALTH PLUS		Total Premium Effective 1/1/23	Retired On or After June 29, 2008		Retired Before June 29, 2008	
			Max RHPA Benefit	Retiree Pays	Max RHPA Benefit	Retiree Pays
PRE-MEDICARE RETIREE - Group 116006-000003 (\$10 office/ \$10 generic, \$30 brand, 60 brand non-formulary, 20% co-insurance specialty Rx)						
	Single (Retiree)	\$1,241.80	\$546.40	\$695.40	\$393.70	\$848.10
	2-Party (Retiree + Spouse/Domestic Partner)	\$2,483.60	\$940.09	\$1,543.51	\$787.40	\$1,696.20
	2-Party (Retiree + 1 Dependent)	\$2,483.60	\$546.40	\$1,937.20	\$393.70	\$2,089.90
	Family (Retiree & 2+ Dependents)	\$3,305.10	\$940.09	\$2,365.01	\$787.40	\$2,517.70
<i>Note: Premiums exclude any administrative fees paid by Retiree to VOYA if under 55.</i>						

SEIU Local 1021 Maintenance and Clerical

Retiree Health Premium Assistance Plan – Requires at least 8 years of City of Berkeley CalPERS service credit and be at least 55 years of age at time of retirement. City contributions to the Plan increase by up to 4.5% of the Kaiser rate each July 1. If premium exceeds employer contribution, the retiree pays the difference. Employer contribution level is based on a Years of CalPERS City service formula beginning at 8 years (30%), 9 years (40%), 10 years (50%), 11 years (58%), 12 years (66%), 13 years (74%), 14 years (82%), 15 years (90%), 16 years (92%), 17 years (94%), 18 years (96%), 19 years (98%), and 20 years (100%). At age 65, Medicare becomes the primary health care provider. City contributes toward payment of premiums for a Medicare supplement plan based on the aforementioned criteria. The City’s Cost is 1% of gross payroll for SEIU Local 1021 Maintenance and Clerical Chapters.

SEIU Local 1021 Maintenance and Clerical Chapters Retiree Health Premium Assistance Plan Monthly Contribution Amounts Effective 1/1/23						
KAISER*	Total Premium Effective 1/1/23	Retired On or After July 1, 2022		Retired Before July 1, 2022		
		Max RHPA Benefit	Retiree Pays	Max RHPA Benefit	Retiree Pays	
PRE-MEDICARE RETIREE - KAISER Group 60-1000 (\$5 office/ \$5 Rx)						
Single	\$1,684.42	\$611.41	\$1,073.01	\$411.41	\$1,273.01	
Single + Dependents	\$4,766.91	\$611.41	\$4,155.50	\$411.41	\$4,355.50	
2-Party (Retiree + Spouse/Dom Partner/Dependent)	\$3,368.84	\$1,022.83	\$2,346.01	\$822.83	\$2,546.01	
Family (Retiree, Spouse + Dependent)	\$4,766.91	\$1,022.83	\$3,744.08	\$822.83	\$3,944.08	
PRE-MEDICARE RETIREE - KAISER Group 60-1004 (option B \$10 office, \$5/\$15 Rx, \$500 hospital admission)						
Single	\$1,621.22	\$611.41	\$1,009.81	\$411.41	\$1,209.81	
Single + Dependents	\$3,242.45	\$611.41	\$2,631.04	\$411.41	\$2,831.04	
2-Party (Retiree + Spouse/Dom Partner)	\$3,242.45	\$1,022.83	\$2,219.62	\$822.83	\$2,419.62	
Family (Retiree, Spouse + Dependent)	\$4,588.06	\$1,022.83	\$3,565.23	\$822.83	\$3,765.23	
MEDICARE ELIGIBLE RETIREE - KAISER Group 60-1000 Senior Advantage (\$5 office/ \$5 Rx)						
One-Party w/Medicare	\$345.59	\$33.98	\$311.61	\$33.98	\$311.61	
2-Party w/Medicare	\$691.18	\$68.01	\$623.17	\$68.01	\$623.17	
One Under 65 + One Over 65 (w/Medicare)	\$2,030.01	\$645.40	\$1,384.61	\$445.40	\$1,584.61	
SUTTER HEALTH PLUS*	Total Premium Effective 1/1/23	Retired On or After July 1, 2022		Retired Before July 1, 2022		
		Max RHPA Benefit	Retiree Pays	Max RHPA Benefit	Retiree Pays	
PRE-MEDICARE RETIREE - Group 116006-000003 (\$10 office/ \$10 generic, \$30 brand, 60 brand non-formulary, 20% co-insurance specialty Rx)						
Single (Retiree)	\$1,241.80	\$611.41	\$630.39	\$411.41	\$830.39	
2-Party (Retiree + Spouse/Domestic Partner)	\$2,483.60	\$1,022.83	\$1,460.77	\$822.83	\$1,660.77	
2-Party (Retiree + 1 Dependent)	\$2,483.60	\$611.41	\$1,872.19	\$411.41	\$2,072.19	
Family (Retiree & 2+ Dependents)	\$3,305.10	\$1,022.83	\$2,282.27	\$822.83	\$2,482.27	
<i>*Note: Premiums exclude any administrative fees paid by Retiree to VOYA.</i>						

SEIU Local 1021 Community Services Unit & Part-Time Recreation Leaders Association

Retiree Health Premium Assistance Plan – Requires at least 8 years of City of Berkeley CalPERS service credit and be at least 55 years of age at time of retirement. City contributions to the Plan increase by up to 4.5% of the Kaiser rate each July 1. If premium exceeds employer contribution, the retiree pays the difference. Employer contribution level is based on a Years of CalPERS City service formula beginning at 8 years (30%), 9 years (40%), 10 years (50%), 11 years (58%), 12 years (66%), 13 years (74%), 14 years (82%), 15 years (90%), 16 years (92%), 17 years (94%), 18 years (96%), 19 years (98%), and 20 years (100%). At age 65, Medicare becomes the primary health care provider. City contributes toward payment of premiums for a Medicare supplement plan based on the aforementioned criteria.

The City's Cost is 1% of gross payroll. Effective July 6, 2003, employees represented by SEIU Local 1021 Community Services Chapter began contributing an additional 0.25% of gross payroll each July ramping up to 2% of gross payroll by July 1, 2007 and maintaining that level to fund an increase in post 65 Medicare supplement premium assistance to be made by the City. Effective June 29, 2008, the amount the City contributes for employees represented by SEIU Local 1021 Community Services & PTRLA increase by \$50 per month, by an additional \$25 per month effective June 28, 2009 and by an additional \$25 per month effective June 26, 2011 prospectively for the pre-65 retiree health premium assistance portion of the plan.

SEIU Local 1021 Community Services & PTRLA Retiree Health Premium Assistance Plan Monthly Contribution Amounts Effective 01/01/23						
KAISER*	Total Premium Effective 1/1/23	Retired On or After June 29, 2008		Retired Before June 29, 2008		
		Max RHPA Benefit	Retiree Pays	Max RHPA Benefit	Retiree Pays	
PRE-MEDICARE RETIREE - KAISER Group 60-1000 (\$5 office/ \$5 Rx)						
Single	\$1,684.42	\$570.99	\$1,113.43	\$411.42	\$1,273.00	
Single + Dependents	\$4,766.91	\$570.99	\$4,195.92	\$411.42	\$4,355.49	
2-Party (Retiree + Spouse/Dom Partner/Dependent)	\$3,368.84	\$982.40	\$2,386.44	\$822.83	\$2,546.01	
Family (Retiree, Spouse + Dependent)	\$4,766.91	\$982.40	\$3,784.51	\$822.83	\$3,944.08	
KAISER Group 60-1004 (option B \$10 office, \$5/\$15 Rx, \$500 hospital admission)						
Single	\$1,621.22	\$570.99	\$1,050.23	\$411.42	\$1,209.80	
Single + Dependents	\$4,588.06	\$570.99	\$4,017.07	\$411.42	\$4,176.64	
2-Party (Retiree + Spouse/Dom Partner)	\$3,242.45	\$982.40	\$2,260.05	\$822.83	\$2,419.62	
Family (Retiree, Spouse + Dependent)	\$4,588.06	\$982.40	\$3,605.66	\$822.83	\$3,765.23	
MEDICARE ELIGIBLE RETIREE - KAISER Group 60-1000 Senior Advantage (\$5 office/ \$5 Rx)						
One-Party w/Medicare	\$345.59	\$135.76	\$209.83	\$135.76	\$209.83	
2-Party w/Medicare	\$691.18	\$271.53	\$419.65	\$271.53	\$419.65	
One Under 65 + One Over 65 (w/Medicare)	\$2,030.01	\$706.75	\$1,323.26	\$547.18	\$1,482.83	

SUTTER HEALTH PLUS*	Total Premium Effective 1/1/23	Retired On or After June 29, 2008		Retired Before June 29, 2008		
		Max RHPA Benefit	Retiree Pays	Max RHPA Benefit	Retiree Pays	
PRE-MEDICARE RETIREE - Group 116006-000003 (\$10 office/ \$10 generic, \$30 brand, \$60 brand non-formulary, 20% co-insurance specialty Rx)						
Single (Retiree)	\$1,241.80	\$570.99	\$670.81	\$411.42	\$830.38	
2-Party (Retiree + Spouse/Domestic Partner)	\$2,483.60	\$982.40	\$1,501.20	\$822.83	\$1,660.77	
2-Party (Retiree + 1 Dependent)	\$2,483.60	\$570.99	\$1,912.61	\$411.42	\$2,072.18	
Family (Retiree & 2+ Dependent)	\$3,305.10	\$982.40	\$2,322.70	\$822.83	\$2,482.27	

*Note: Premiums exclude any administrative fees paid by Retiree to VOYA if under 55.

International Brotherhood of Electrical Workers, Local 1245

Retiree Health Premium Assistance Plan – Requires at least 8 years of City of Berkeley CalPERS service credit and be at least 55 years of age at time of retirement. City contributions to the Plan increase by up to 4.5% of the Kaiser rate each July 1. If premium exceeds employer contribution, the retiree pays the difference. Employer contribution level is based on a Years of CalPERS City service formula beginning at 8 years (30%), 9 years (40%), 10 years (50%), 11 years (58%), 12 years (66%), 13 years (74%), 14 years (82%), 15 years (90%), 16 years (92%), 17 years (94%), 18 years (96%), 19 years (98%), and 20 years (100%). At age 65, Medicare becomes the primary health care provider. City contributes toward payment of premiums for a Medicare supplement plan based on the aforementioned criteria.

The City's Cost is 1% of gross payroll. Effective June 28, 2009, the amount the City contributes for employees represented by IBEW Local 1245 increase by \$100 per month, by an additional \$50 per month effective June 27, 2010 and by an additional \$25 per month effective June 26, 2011 prospectively for the pre-65 retiree health premium assistance portion of the plan. Effective June 29, 2008, the amount the City contributes for employees represented by Public Employees Union Local 1 the pre-65 and post 65 retirees increases by 3.68%. The improvement for pre-65 retirees is for those retiring on or after June 29, 2008; the improvement for post 65 retirees is for those retiring on or after 12/29/08.

Retiree Health Premium Assistance Plan benefits for employees who retired from 7/1/98 to June 23, 2013 reflected in separate detailed spreadsheet maintained by Human Resources.

IBEW Local 1245					
Retiree Health Premium Assistance Plan Monthly Contribution					
Effective 1/1/23					
KAISER	Total Premium Effective 1/1/23	Retired On or After June 22, 2014		Retired On or After June 23, 2013	
		Max RHPA Benefit	Retiree Pays	Max RHPA Benefit	Retiree Pays
PRE-MEDICARE RETIREE - KAISER Group 60-1000 (\$5 office/ \$5 Rx)					
Single	\$1,684.42	\$1,121.86	\$562.56	\$1,089.89	\$594.53
Single + Dependents	\$4,766.91	\$1,121.86	\$3,645.05	\$1,089.89	\$3,677.02
2-Party (Retiree + Spouse/Dom Partner/Dependent)	\$3,368.84	\$2,043.73	\$1,325.11	\$1,979.80	\$1,389.04
Family (Retiree, Spouse + Dependent)	\$4,766.91	\$2,043.73	\$2,723.18	\$1,979.80	\$2,787.11
PRE-MEDICARE RETIREE - KAISER Group 60-1004 (option B \$10 office, \$5/\$15 Rx, \$500 hospital admission)					
Single	\$1,621.22	\$1,121.86	\$499.36	\$1,089.89	\$531.33
Single + Dependents	\$4,588.06	\$1,121.86	\$3,466.20	\$1,089.89	\$3,498.17
2-Party (Retiree + Spouse/Dom Partner)	\$3,242.45	\$2,043.73	\$1,198.72	\$1,979.80	\$1,262.65
Family (Retiree, Spouse + Dependent)	\$4,588.06	\$2,043.73	\$2,544.33	\$1,979.80	\$2,608.26
MEDICARE ELIGIBLE RETIREE - KAISER Group 60-1000 Senior Advantage (\$5 office/ \$5 Rx)					
One-Party w/Medicare	\$345.59	\$50.00	\$295.59	\$50.00	\$295.59
2-Party w/Medicare	\$691.18	\$100.00	\$591.18	\$100.00	\$591.18
One Under 65 + One Over 65 (w/Medicare)	\$2,030.01	\$1,171.86	\$858.15	\$1,139.89	\$890.12
SUTTER HEALTH PLUS	Total Premium Effective 1/1/23	Retired On or After June 22, 2014		Retired On or After June 23, 2013	
		Max RHPA Benefit	Retiree Pays	Max RHPA Benefit	Retiree Pays
PRE-MEDICARE RETIREE - Group 116006-000003 (\$10 office/ \$10 generic, \$30 brand, 60 brand non-formulary, 20% co-insurance specialty Rx)					
Single (Retiree)	\$1,241.80	\$1,121.86	\$119.94	\$1,089.89	\$151.91
2-Party (Retiree + 1 Dependent)	\$2,483.60	\$1,121.86	\$1,361.74	\$1,089.89	\$1,393.71
2-Party (Retiree + Spouse/Domestic Partner)	\$2,483.60	\$2,043.73	\$439.87	\$1,979.80	\$503.80
Family (Retiree & 2+ Dependents)	\$3,305.10	\$2,043.73	\$1,261.37	\$1,979.80	\$1,325.30
<i>Note: Premiums exclude any administrative fees paid by Retiree to VOYA if under 55.</i>					

Public Employees Union Local One

Retiree Health Premium Assistance Plan – Requires at least 8 years of City of Berkeley CalPERS service credit and be at least 55 years of age at time of retirement. City contributions to the Plan increase by up to 4.5% of the Kaiser rate each July 1. If premium exceeds employer contribution, the retiree pays the difference. Employer contribution level is based on a Years of CalPERS City service formula beginning at 8 years (30%), 9 years (40%), 10 years (50%), 11 years (58%), 12 years (66%), 13 years (74%), 14 years (82%), 15 years (90%), 16 years (92%), 17 years (94%), 18 years (96%), 19 years (98%), and 20 years (100%). At age 65, Medicare becomes the primary health care provider. City contributes toward payment of premiums for a Medicare supplement plan based on the aforementioned criteria.

The City's Cost is 1% of gross payroll. Effective June 29, 2008, the amount the City contributes for employees represented by Public Employees Union Local 1 the pre-65 and post 65 retirees increases by 3.68%. The improvement for pre-65 retirees is for those retiring on or after June 29, 2008; the improvement for post 65 retirees is for those retiring on or after 12/29/08.

Public Employees Union, Local One Retiree Health Premium Assistance Plan Monthly Contribution Amounts Effective 1/1/23					
KAISER*	Total Premium Effective 1/1/23	Retired on or after June 29, 2008		Retired before June 29, 2008	
		Max RHPA Benefit	Retiree Pays	Max RHPA Benefit	Retiree Pays
PRE-MEDICARE RETIREE - KAISER Group 603457-1000 (\$5 office/ \$5 Rx)					
Single	\$1,684.42	\$671.27	\$1,013.15	\$411.42	\$1,273.00
Single + Dependents	\$4,766.91	\$671.27	\$4,095.64	\$411.42	\$4,355.49
2-Party (Retiree + Spouse/Dom Partner)	\$3,368.84	\$1,342.55	\$2,026.29	\$822.84	\$2,546.00
Family (Retiree, Spouse + Dependent)	\$4,766.91	\$1,342.55	\$3,424.36	\$822.84	\$3,944.07
PRE-MEDICARE RETIREE - KAISER Group 603457-1004 (option B \$10 office, \$5/\$15 Rx, \$500 hospital admission)					
Single	\$1,621.22	\$671.27	\$949.95	\$411.42	\$1,209.80
Single + Dependents	\$3,242.45	\$671.27	\$2,571.18	\$411.42	\$2,831.03
2-Party (Retiree + Spouse/Dom Partner)	\$3,242.45	\$1,342.55	\$1,899.90	\$822.84	\$2,419.61
Family (Retiree, Spouse + Dependent)	\$4,588.06	\$1,342.55	\$3,245.51	\$822.84	\$3,765.22
MEDICARE ELIGIBLE RETIREE - KAISER Group 6034570-1000 Senior Advantage (\$5 office/ \$5 Rx)					
One-Party w/Medicare	\$345.59	\$478.66	\$0.00	\$34.01	\$311.58
2-Party w/Medicare	\$691.18	\$956.79	\$0.00	\$68.00	\$623.18
One Under 65 + One Over 65 (w/Medicare)	\$2,030.01	\$1,149.94	\$880.07	\$445.42	\$1,584.59
SUTTER HEALTH PLUS*	Total Premium Effective 1/1/23	Retired on or after June 29, 2008		Retired before June 29, 2008	
		Max RHPA Benefit	Retiree Pays	Max RHPA Benefit	Retiree Pays
PRE-MEDICARE RETIREE - Group 116006-000003 (\$10 office/ \$10 generic, \$30 brand, 60 brand non-formulary, 20% co-insurance specialty Rx)					
Single (Retiree)	\$1,241.80	\$671.27	\$570.53	\$411.42	\$830.38
2-Party (Retiree + Spouse/Domestic Partner)	\$2,483.60	\$1,342.55	\$1,141.05	\$822.84	\$1,660.76
2-Party (Retiree + 1 Dependent)	\$2,483.60	\$671.27	\$1,812.33	\$411.42	\$2,072.18
Family (Retiree & 2+ Dependents)	\$3,305.10	\$1,342.55	\$1,962.55	\$822.84	\$2,482.26

*Note: Premiums exclude any administrative fees paid by Retiree to VOYA if under 55.

Berkeley Fire Fighters Association, Local 1227/BCFOA

Minimum eligibility: 10 years CalPERS City service and be at least 50 years old. City contribution increases 4.5% annually on 1/1.

Effective January 1, 2014	
Employees who retire <u>After</u> to July 1, 2006 (Spouse/Domestic Partners between the ages of 50 and 65)	
Years of Service	Percentage Paid by City
10	25%
15	50%
20	75%
25	100%

**Berkeley Fire Fighters Association Local 1227 Monthly Contribution Amounts
For Retirees with at Least 10 Years of Service
Effective 1/1/23***

KAISER*	Total Premium Effective 1/1/23	Retired After 7/1/06 Medicare Eligible		Retired After 7/1/06 Not Medicare Eligible		
		Max RHPA Benefit	Retiree Pays	Max RHPA Benefit	Retiree Pays	
PRE-MEDICARE RETIREE - KAISER Group 603457-1000 (\$5 office/ \$5 Rx)						
Single	\$1,684.42	\$692.68	\$991.74	\$692.68	\$991.74	
Single + Dependents	\$3,368.84	\$692.68	\$2,676.16	\$692.68	\$2,676.16	
2-Party (Retiree + Spouse/Dom Partner)	\$3,368.84	\$1,381.85	\$1,986.99	\$1,381.85	\$1,986.99	
Family (Retiree, Spouse + Dependent)	\$4,766.91	\$1,381.85	\$3,385.06	\$1,381.85	\$3,385.06	
PRE-MEDICARE RETIREE - KAISER Group 603457-1004 (option B \$10 office, \$5/\$15 Rx, \$500 hospital admission)						
Single	\$1,621.22	\$692.68	\$928.54	\$692.68	\$928.54	
Single + Dependents	\$3,242.45	\$692.68	\$2,549.77	\$692.68	\$2,549.77	
2-Party (Retiree + Spouse/Dom Partner)	\$3,242.45	\$1,381.85	\$1,860.60	\$1,381.85	\$1,860.60	
Family (Retiree, Spouse + Dependent)	\$4,588.06	\$1,381.85	\$3,206.21	\$1,381.85	\$3,206.21	
MEDICARE ELIGIBLE RETIREE - KAISER Group 603457-1000 Senior Advantage (\$5 office/ \$5 Rx)						
One-Party w/Medicare	\$345.59	\$415.33	\$69.74	N/A	N/A	
2-Party w/Medicare	\$691.18	\$830.65	\$139.47	N/A	N/A	
One Under 65 + One Over 65 (w/Medicare)	\$2,030.01	\$1,457.74	\$572.27	N/A	N/A	

SUTTER HEALTH PLUS*	Total Premium Effective 1/1/23	Retired After 7/1/06 Medicare Eligible		Retired After 7/1/06 Not Medicare Eligible		
		Max RHPA Benefit	Retiree Pays	Max RHPA Benefit	Retiree Pays	
PRE-MEDICARE RETIREE - Group 116006-000003 (\$10 office/ \$10 generic, \$30 brand, \$60 brand non-formulary, 20% co-insurance specialty Rx)						
Single (Retiree)	\$1,241.80	\$692.68	\$549.12	\$692.68	\$549.12	
2-Party (Retiree + Spouse/Domestic Partner)	\$2,483.60	\$1,381.85	\$1,101.75	\$1,381.85	\$269.61	
2-Party (Retiree + 1 Dependent)	\$2,483.60	\$692.68	\$1,790.92	\$692.68	\$1,790.92	
Family (Retiree & 2+ Dependent)	\$3,305.10	\$1,381.85	\$1,923.25	\$1,381.85	\$1,923.25	

*Note: Premiums exclude any administrative fees paid by Retiree to VOYA if under 50.

**City payment increases by 4.5% each January 1 for Fire.

Berkeley Police Association (BPA)

Police Retiree Income Plan: If retired on or after 1/1/89 through 1/5/97, City pays to employee 25% (10 yrs) to 100% (25 yrs) of active 2-party Kaiser rate 10 yrs after retirement. If retired on or after 7/6/97 – City pays to employee 25% (10 yrs) to 100% (25 yrs) of active 2-party Kaiser rate 5 yrs after retirement. If retired on or after 7/1/07 the benefit start 2 years after retirement. City pays to employee 25% (10 yrs) to 100% (20 yrs) of active 2-party Kaiser rate. Closed Plan.

Police Retiree Health Premium Assistance Plan: If retired on or after 9/19/12 effective immediately upon the date of retirement the City will pay the single or two party benefit, based on the vesting schedule noted below:

Effective September 19, 2012	
Employees who retire on or after to September 19, 2012	
Years of Service	Percentage Paid by City
10	25%
15	50%
20	100%

Berkeley Police Association			
For Retirees with at Least 10 Years of Service Who Retire After September 19, 2012			
Retiree Health Premium Assistance Plan Monthly Contributions			
Effective 01/01/2023 to 06/30/2023			
KAISER*	Total Premium Effective 1/1/23	Max RHPA Benefit	Retiree Pays
PRE-MEDICARE RETIREE - KAISER Group 603457-1000 (\$5 office/ \$5 Rx)			
Single	\$1,684.42	\$873.28	\$811.14
Single + Dependents	\$4,766.91	\$873.28	\$3,893.63
2-Party (Retiree + Spouse/Dom Partner/Dependent)	\$3,368.84	\$1,746.56	\$1,622.28
Family (Retiree, Spouse + Dependent)	\$4,766.91	\$1,746.56	\$3,020.35
PRE-MEDICARE RETIREE - KAISER Group 603457-1004 (option B \$10 office, \$5/\$15 Rx, \$500 hospital admission)			
Single	\$1,621.22	\$873.28	\$747.94
Single + Dependents	\$4,588.06	\$873.28	\$3,714.78
2-Party (Retiree + Spouse/Dom Partner)	\$3,242.45	\$1,746.56	\$1,495.89
Family (Retiree, Spouse + Dependent)	\$4,588.06	\$1,746.56	\$2,841.50
MEDICARE ELIGIBLE RETIREE - KAISER Group 6034570-1000 Senior Advantage (\$5 office/ \$5 Rx)			
One-Party w/Medicare	\$345.59	\$436.14	\$90.55
2-Party w/Medicare	\$691.18	\$872.28	\$181.10
2-Party w/Medicare + Ch	\$2,089.25	\$872.28	\$1,216.97
One Under 65 + One Over 65 (w/Medicare)	\$2,030.01	\$1,309.42	\$720.59
One Under 65 + One Over 65 (w/Medicare) + Ch	\$3,428.08	\$1,309.42	\$2,118.66
SUTTER HEALTH PLUS*	Total Premium Effective 1/1/23	Max RHPA Benefit	Retiree Pays
PRE-MEDICARE RETIREE - Group 116006-000003 (\$10 office/ \$10 generic, \$30 brand, 60 brand non-formulary, 20% co-insurance specialty Rx)			
Single (Retiree)	\$1,241.80	\$873.28	\$368.52
2-Party (Retiree + Spouse/Domestic Partner)	\$2,483.60	\$1,746.56	\$737.04
2-Party (Retiree + 1 Dependent)	\$2,483.60	\$873.28	\$1,610.32
Family (Retiree & 2+ Dependents)	\$3,305.10	\$1,746.56	\$1,558.54
<i>Note: Premiums exclude any administrative fees paid by Retiree to VOYA</i>			

Police Retiree Medical Benefit

Note: What follows is a brief description of the Police Retiree Health Premium Assistance Plan and the change from the Police Retiree Income Plan Benefit that applied to qualified retirees prior to 9/19/12. For a complete description of the entire plan see Section 32 et seq. of the Memorandum of Understanding.

Retiree Health Premium Assistance Coverage: For those employees who retire on or after September 19, 2012 and effective immediately upon the date of retirement, the City will assist in the payment of medical insurance premium payments for the retiree and/or surviving spouse/domestic partner by making payments directly to the medical insurance provider. Retirees shall be permitted at their discretion to enroll in non-City sponsored health plans. In that event, the City shall make medical insurance premium payments directly to the health insurance provider equal in value to the City sponsored health plan. The City shall not be responsible for any excess cost differentials associated with the direct payment of premiums to non-City sponsored plans. The City will only make payments through its third party administrator to provide medical insurance premium payments for an individual plan and will not make payments for a group plan. The retiree and/or surviving spouse or domestic partner will pay the administrative set up fee and the monthly administrative fee established by the third party administrator. No cash payments will be paid directly to the retiree and/or the retiree's spouse/domestic partner.

There shall be no cash in lieu payments made under this benefit.

For employees that retire on or after September 19, 2012 the City will discontinue the current practice of paying directly to the retiree the cash equivalent of the active two-party Kaiser rate. However, for those employees who retired before September 19, 2012, the City shall continue to make cash payments to these retirees under the MOU provisions in effect at the time of their retirement. The City may make payments through the new program rather than direct cash payments to those employees who retired on or after January 1, 1989 but on or before September 19, 2012 to the extent those retirees are no longer entitled to receive post-employment cash payments as provided under the prior MOU through a process that is intended to allow the new payments to be made on a non-taxable basis. Any such change in the method of providing benefits shall occur only for a period of six months beginning September 19, 2012.

Early Retirees who are not Medicare Eligible:

Beginning September 19, 2012, each month after the employee retires, the City will pay the health care service provider an appropriate percentage based on the chart above of an amount equal to \$1,200.00 per month for two-party coverage for the retiree and a qualifying spouse/domestic partner or \$600.00 per month for single party coverage. Upon the death of either the retiree or the retiree's spouse, the City will only pay the appropriate percentage based on the chart above of the single party rate to the provider on behalf of the surviving retiree or spouse/domestic partner. If there is no spouse/domestic partner at the time of retirement, the City shall only pay the single party rate. The retiree and/or surviving spouse/domestic partner will be responsible for payment of the difference between the amount the City contributes toward payment of the premium and the actual premium cost. The funds for this difference will come from the retirees CalPERS retirement account and the retiree must authorize such withdrawal of funds.

Beginning July 1, 2013 and effective each July 1 thereafter, the base rates the City contributes toward payment of the premium amount described in the preceding paragraph shall be increased by either the amount Kaiser increases the retiree medical premium for that year, or 6%, whichever is less. The retiree and/or surviving spouse/domestic partner shall pay the difference between the amount the City contributes toward payment of the premium and the actual premium cost.

Retirees who reach Medicare eligibility age

Beginning September 19, 2012, for retirees who reach Medicare eligibility age, the City will pay the health care service provider the appropriate percentage based on the chart above of an amount equal to \$765.80 per month for two-party coverage for the retiree and spouse/domestic partner or \$382.90 month for single party coverage. Upon the death of either the retiree or spouse/domestic partner, the City will only pay the appropriate percentage based on the chart above of the single party rate to the health care service provider on behalf of the surviving retiree or spouse/domestic partner. If there is no spouse at the time of retirement, the City shall only pay the single party rate. The retiree and/or surviving spouse/domestic partner will be responsible for payment of the difference between the amount the City contributes toward payment of the premium and the actual premium cost. The funds for this difference will come from the retirees CalPERS retirement account and the retiree must authorize such withdrawal of funds.

Beginning July 1, 2013 and each July 1 thereafter, the base rates the City contributes toward payment of the premium amount described in the preceding paragraph shall be increased by either the amount Kaiser increases the retiree medical premium for that year, or 6% whichever is less. The retiree and/or surviving spouse/domestic partner shall pay the difference between the amount the City contributes toward payment of the premium and the actual premium cost.

Sick Leave Program/PORAC Trust

Note: What follows is a brief description of the new that Sick Leave Program/PORAC Trust. For a complete description of the entire plan see Section 24 et seq. of the Memorandum of Understanding.

Sick Leave Program

Beginning January 1, 2013, at the end of each calendar year, if an employee has an accrued sick leave balance of 200 hours or more of sick leave, fifty percent (50%) of all hours accrued in excess of 200 hours shall be converted to a cash equivalent at the end of each calendar year. The annual cash conversion shall be calculated at the employee's hourly rate including additional pay such as POST Pay, Bilingual Pay and Longevity Pay then in effect at the end of the calendar year. The annual cash conversion shall be limited to 50% of the hours an employee has accrued in excess of 200 hours as of December 31st of each year. The City shall pay the annual cash equivalent into an employee's retiree PORAC medical trust account on behalf of the employee member. Upon retirement, any sick leave hours that have not been converted onto an employee's PORAC medical trust account, used for the purpose of additional retirement service credit as provided in PERL Section 20965, or "catastrophic/service time" bank shall be forfeited.

The remaining fifty percent (50%) of accrued hours in excess of 200 hours, up to a maximum of 500 hours, shall be maintained in the employee's separate "catastrophic/service time" bank. These hours are available for the employee's use in the event that the employee has a catastrophic

Sick Leave Program/PORAC Trust

illness or injury and has exhausted all accrued sick leave hours and compensatory time off hours. At the time of the employee's retirement or termination, any sick leave balance in the catastrophic/service time bank may only be used for additional retirement service credit as provided in PERL Section 20965 and the employee cannot cash it out at retirement or separation.

Catastrophic/Service Time Bank of Hours

The catastrophic/service time bank of hours is available for use subject to the following conditions.

Employee or employee's dependent family member must be suffering from a catastrophic illness or injury. Catastrophic illness or injury means an unanticipated life-threatening illness or injury, either for a permanent or temporary period anticipated to exceed thirty (30) working days, that results in the incapacity of an employee or the employee's dependent family member and by virtue of the illness or injury to the employee or the employee's dependent family member, the employee's ability to perform the essential functions of his or her usual and customary occupation is limited.

The "service time" leave component may be used for the birth or adoption of a child.

Employee shall provide the City proof of catastrophic injury or illness from an authorized health care provider on a form to be provided by the City

The employee must have exhausted all of his or her available paid leave balances (except accrued vacation) and, as a result, will be placed on unpaid leave status unless the catastrophic/service time bank is utilized.

Employee is prohibited from using the catastrophic/service time bank under the following circumstances: 1) Employee is prohibited from using the catastrophic/service time bank for any industrial injuries or illnesses that are covered by the California workers' compensation laws and regulations; 2) Employee is prohibited from simultaneously using the catastrophic/service time bank and receiving benefits under any Berkeley Police Association sponsored Long Term Disability benefit; 3) The employee is not permitted to extend employment into retirement through the use of catastrophic/service time.

Any balance in the catastrophic/service time bank at time of employee's retirement will not be cashed out. However, an employee may use any balance to purchase CalPERS additional service credit.

SICK LEAVE AT RETIREMENT

Unrepresented

Miscellaneous members and Chief of Police hired on or before June 30, 2013 at least 20 years of benefitted service or to employees retiring on permanent disability shall be entitled to receive payment in an amount equal to 38% of accrued sick Employees hired on or before June 30, 2013 at least 28 years payment in an amount equal to 50% of their accrued sick leave

For employees hired on or before June 30, 2014 in the classification of Fire Chief, Deputy Fire Chief, Assistant Fire Chief, Battalion Chief and Fire Marshal who retire or voluntarily terminate with 20 years of service shall be entitled to receive payment of unused sick leave days, based on the following schedule:

Number of Days % of Payment

0-75 Days 38%

75-99 Days 41%

100-124 Days 44%

125-149 Days 47%

150 Days and over 50%

Hired on or after July 1, 2013 shall not be eligible for payment of any unused sick leave days

Sick Leave payout to 401(a) plan as an option

For temp employees all accrued and unused sick leave shall be cancelled upon separation/termination of employment.

LOCAL 1

Hired on or before 6/30/13: 38% of Sick Leave balance after 20 years of service or if going out through disability retirement incurred through working for the City; 50% after 28 years for years of service. Annual payment of excess sick leave for employees hired before 7/1/13.

Hired after 7/1/13 0% paid out

Sick Leave payout to 401(a) plan as an option.

SEIU1021CSU Sick

Hired on or before 6/30/13: 38% of Sick Leave balance after 20 years of service or if going out through disability retirement incurred through working for the City; 50% after 28 years of service.

Sick Leave payout to 401(a) plan as an option

SEIU1021MC Sick

38% of Sick Leave balance after 20 years of service or if going out through disability retirement incurred through working for the City. 50% after 28 years

Employee may choose to convert unused sick leave to retirement credit as provided by CalPERS

Sick Leave payout to 401(a) plan as an option

IBEW1245 Sick

Hired on or before 6/30/13: 38% of Sick Leave balance after 20 years of service or if going out through disability retirement incurred through working for the City; 50% after 28 years for years of service.

Hired after 7/1/13 0% paid out

Sick Leave payout to 401(a) plan as an option

BFFA Local 1227/BCFOA Sick

Employees hired before 7/1/14 after 20 yrs of service:

0 - 74 days of unused sick leave: 38%

75 - 99 days: 41%

100-124 days: 44%

125-149 days: 47%

150+ days: 50%

Employees hired after 7/1/14 0% paid out

Sick Leave payout to 401(a) plan as an option.

BFFA Local 1227 Sick

Employees hired before 7/1/14 after 20 yrs of service:

0 - 74 days of unused sick leave: 38%

75 - 99 days: 41%

100-124 days: 44%

125-149 days: 47%

150+ days: 50%

Employees hired after 7/1/14 0% paid out

Sick Leave payout to 401(a) plan as an option

VACATION

SEIU Local 1021 Community Services Alternate Vacation Schedules as per Sections 17.9, 17.10 & 17.11 of the Memorandum Agreement		
Classifications	Years of Service	Vacation Accrual
Public Health Nurse, Registered Nurse, Mid-level Practitioner, Community Health Worker Specialist, Senior Community Health Worker Specialist, Senior Public Health Nurse, Licensed Vocational Nurse, and Community Health Workers, Psychiatrist	1 - 2 years	80 hours per year
	3 - 5 years	120 hours per year
	6 - 17 years	160 hours per year
	18 – 24 years	200 hours per year
	25 years +	240 hours per year
Clinical Psychologist, Psychiatric Social Worker I/II, Senior Psychiatric Social Worker, Assistant Mental Health Clinician, Mental Health Clinician I/II, Psychiatrist, and Senior Mental Health Clinician	1 - 4 years	80 hours per year
	5 – 17 years	160 hours per year
	18 – 24 years	200 hours per year
	25 years +	240 hours per year
Librarian I and II, Senior Librarian, Automation Librarian, and Supervising Librarian	1 - 11 years	120 hours per year
	12 - 17 years	160 hours per year
	18 – 24 years	200 hours per year
	25 years +	240 hours per year