	PANS (Miscellaneous)	ACEA (Miscellaneous)	MCEA (Miscellaneous)	EUPA (Miscellaneous)	IBEW (Miscellaneous)	EXME (Miscellaneous)	AMPU (Miscellaneous)	AFCA (Safety)	IAFF (Safety)	APMA (Safety)	APOA (Safety)
CONTRACT EXPIRATION											
	6/30/2025	6/30/2025	6/30/2025	6/30/2025	6/30/2025	6/30/2025	6/30/2025	12/31/2025	12/19/2023	6/30/2025	6/30/2025
RETIREMENT - PERS											
An	employee established with PERS	S on or before 12/31/2012 is clas	ssified as a CLASSIC member as	defined by the Public Employee	s Pension Reform Act (PEPRA) of	2013. An employee hired on or	after 01/01/2013 and not eligib	ole for reciprocity with another	California Public Retirement Sys	tem is classified as a NEW mem	pers.
				Miscellaneous Employee						mployees	
Pension Formula		EEs hired ON or BEFORE 1 2%@55	<u>2/31/2012</u>		EEs hired	ON or AFTER 01/01/2013 2%@62		-	BEFORE 12/31/2012 @ 50		AFTER 01/01/2013 @ 57
		EEs hired ON or BEFORE 1	2/31/2012		EEs hired	ON or AFTER 01/01/2013			BEFORE 12/31/2012		AFTER 01/01/2013
City Cost		8.352% (FY 22-2	·		1	0.22% (FY 22-23)		14.08%	(FY 22-23)	20.08%	(FY 22-23)
	Ç	\$7,328,388 Unfunded Accrued L				1.05% (FY 23-24) ON or AFTER 01/01/2013			Accrued Liability (FY 23-24)		(FY 23-24) AFTER 01/01/2013
		EEs hired ON or BEFORE 1 8.868%	<u>2/31/2012</u>			.25%* (FY 22-23)		·	BEFORE 12/31/2012 L5%		(FY 22-23)
Employee Contribution		(7% + 1.868% EE Cost	Share)			.75%* (FY 23-24)			E Cost Share)		(FY 23-24)
						subject to change					to change
Final Compensation		EEs hired ON or BEFORE 1 Single Highest Ye				ON or AFTER 01/01/2013 ree Highest Consecutive Years		·	BEFORE 12/31/2012 ighest Year	·	AFTER 01/01/2013 hest Consecutive Years
Survivor Benefit		88	-	l .		3rd Level		-			
COLA INCREASES											
					7/3/2022: 4.5% for						
					Storekeeper, Stock Clerk &Utility Construction					1/2/2022: 4.0% increase	1/2/2022: 4.0% increase
Effective 2022		July 3, 2022:	4.5% increase		Complaince Inspector	July 3, 2022:	4.5% increase	1/2/22: 3% increase	1/2/2022: 2% Increase	7/3/2022: 2.5% increase	7/3/2022: 2.5% increase
					10/9/2022: 4.5% for remainign classifications						
Effective 2023		July 2 2022	3.5% increase		7/2/2023: 3.5% increase	July 2, 2023:	2 5% increase	1/1/23: 3% increase	1/1/2023: 2% Increase	7/2/2023: 3% increase	7/2/2023: 3% increase
Lifective 2023		July 2, 2023.	3.370 IIICI ease			July 2, 2023.	3.370 IIICI ease		1/1/2023. 2/0 IIICI ease		
Effective 2024		1st full pay period after Ju	uly 1, 2024 : 2.5% increase		1st full pay period after July 1, 2024 : 2.5% increase	1st full pay period after Ju	ıly 1, 2024 : 2.5% increase	1st full pay period after 1/1/24: 3% increase	No Negotiated Increase	1st full pay period after 7/1/24: 3.0% increase	1st full pay period after 7/1/24: 3.0% increase
Effective 2025		No Negotia	ted Increase		Under Negotiation	No Negotia	ted Increase	1st full pay period after 1/1/25: 3% increase	No Negotiated Increase	No Negotiated Increase	No Negotiated Increase
HEALTH COVERAGE - Maximur	m City Contribution										
Effective 1/01/2023			For employees in the MC	EA, EUPA, EXME, AMPU and	d AFCA bargaining units see		on Plan for City Contributio	n and cash back for employ	yees covered under Plan A.		
Waive Coverage 1-Party (Employee Only)	\$952.11 per month	I	\$1,025.79 per month		\$1,047.18 per month	\$230 cash back per month \$1,025.79	nor month	I	¢1 171 E0	B per month	
2-Party (Employee +1)	\$1,904.21 per month		\$1,977.89 per month		\$2,014.68 per month	\$1,977.89) per month	
3+-Party (Family)	\$2,475.48 per month		\$2,549.16 per month		\$2,596.99 per month		per month			L per month	
DENTAL COVERAGE	\$2,473.46 per monan		\$2,545.10 per month		\$2,550.55 per monen	72,343.10	per month		\$2,040.03	per month	
				\$2,600 pp/yr.					\$2,60	0 pp/yr.	
Mandatory Enrollment			90%	\$2,500 pp ortho life ost coverage 50% ortho cost co	overage					p ortho life 50% ortho cost coverage	
			80% (0	City paid \$133.50 / month	over age					61.00 / month	
VISION COVERAGE											
				Employees under Plan B and			Employees under Plan B and				
		Employoo Baid		enrolled in a Health Plan through the City may use any unused City	Employ	oo Baid	enrolled in a Health Plan through the City may use any unused City		City/Employee	Daid EO/EO Calit	
Optional Enrollment		Employee Paid		Medical Premium Contribution to	Employ	ee raiu	Medical Premium Contribution to		City/Employee	Paid - 50/50 Split	
				fund vision enrollment.			fund vision enrollment.				
					EE only rate-\$7.	80; Two-party rate- \$15.10; Fan	nily rate- \$24.00				
LIFE and AD&D COVERAGE		1									
Mandatory Enrollment	\$50,000		\$100,000		\$50,000	\$100		\$100,000	\$50,000	\$100,000	\$50,000
City Paid	\$8.45 / month		\$16.90 / month		\$8.45 / month		/ month	\$16.90/month	\$8.45/month	\$16.90/month	\$8.45/month
LTD COVERAGE				B	Basic Life Rate: \$0.132/\$1,000 B	asıc AD&D Rate: \$0.037/\$1,000	Combined Rate: \$0.169/\$1,0	000			
LID COVERAGE		2/2 cala	ary Capped at \$2,500 Salary pe	er month		2/3 Salary, Cap 11,999/Month	2/3 Salary, Cap 2,500/Month	<u> </u>			
Mandatory Enrollment			1,667 Maximum Monthly Bene				\$1,667 Max. Monthly Benefit		N	N/A	
City Paid			\$0.336/\$100 of covered payrol			\$8,000 Max. Monthly Benefit \$0.336/\$100 of payroll	\$1,667 Max. Monthly Benefit \$0.336/\$100 of payroll		·	-y	
EAP BENEFIT			,			7, 7 o. poj. o	7, 7 o. pay.o				

					LIIC	ective 07/01/2023							
	PANS (Miscellaneous)	ACEA (Miscellaneous)	MCEA (Miscellaneous)	EUPA (Miscellaneous)	IBEW (Miscellaneous)	EXME (Miscellaneous)	AMPU (Miscellaneous)	AFCA (Safety)	IAFF (Safety)	APMA (Safety)	APOA (Safety)		
Mandatory Enrollment						10 visits per issue per year							
City Paid						\$4.19/month							
UNIFORM ALLOWANCE					1								
Paid By-Weekly	Effective the 1st full pay-period: 2022 - \$1,150 per year		N/A		Store Room personnel provided: 5 pairs of pants, 5 shirts, and 1 set of rain gear. Provided on a replacement basis.	N	//A	Paid on a pay period basis. (1st payperiod of year) 2022: \$2,000/year 2023: \$2,040/year 2024: \$2,080/year 2025:\$2,120/year	Paid on a pay period basis. (1st on paycheck of year) 2022: \$1,350/year 2023: \$1,390/year	No Negotiated Increases du	ring remainder of contract.		
RETIREE - HEALTH													
		Ca	alPERS required employer minim	um contribution for City retiree 2023: \$151 monthly 2024: \$157 monthly	s enrolled in a CalPERS health pl	an.		The City will reimburse the o	retiree up to 2-party Bay Area K spouse at the tii 1/11, and retires with no less th	ess than 5 yrs. of service within aiser or Bay Area Blue Shield rat me of retirement. nan 10 yrs. of service within 120 r Bay Area Kaiser or Bay Area Blu	e for the employee and their		
RETIREE - DENTAL													
				N/A		may enroll the	90% cost Covered/5t City Paid: \$6 e 6/7/11, and retires with no le emselves and their spouse (at the control of	2,500 pp ortho life 0% ortho cost covered 69.00/ month ess than 5 yrs. of service within the time of retirement) at no cost than 10 yrs. of service within 120 at no cost to the retiree.	to the retiree.				
DEFERRED COMPENSATION													
							nit \$7,500/year; "Pre-Retirement	ment" Catch Up Limit \$22,500/year e Department.					
Employee Paid	For Employees in the service of the City for a minimum of one year, the City will contribute 1% base salary for employees who contribute at least 0.5% of their base salary.	No City Contribution	For employees who have completed one year of service, the City will match \$1.00 for every dollar employee contributes to their 457 Plan, up to 1% of the employee's base wage.	For Employees in the service of the City for a minimum of one year, the City will contribute 1% base salary for employees who contribute at least 0.5% of their base salary.	For employees who have completed one year of service, the City will match \$1.00 for every dollar employee contributes to their 457 Plan, up to 1% of the employee's base wage.	For employees who have completed one year of service, the City will match \$1.00 for every \$0.50 employee contributes to their 457 Plan, up to 1% of the employee's base wage.	For Employees in the service of the City for a minimum of one year, the City will contribute 1% base salary for employees who contribute at least 0.5% of their base salary.	No City Co	ontribution	For Employees in the service of the City for a minimum of one year, the City will contribute 1% base salary for employees who contribute at least 0.5% of their base salary.	No City Contribution		
SUPPLEMENTAL RETIREMENT	BENEFITS												
Mandatory Safety Enrollment				N/A				EEs hired after(06/07/2011 will contribute 2% c	of regular base monthly salary to	a 401(a)(h) plan.		
OTHER POST EMPLOYMENT BE	ENEFITS TRUST (OPEB)												
Mandatory Safety Enrollment				N/A		EEs hired AFTI EEs hired ON or BE	EFORE 06/07/11: contribute 2% ER 06/07/11: contribute 1% of the 1st Pay Period For FORE 06/07/11: contribute 3% contribute 2% of top step base	Illowing 01/01/16: If of top step base salary of firefigetop step base salary of firefighter Illowing 01/01/17: If top step base salary of a firefighter salary of a firefighter/police office aration of MOU.)	/police officer. ghter/police officer.				
									1st Pay Period For BEFORE 06/07/11: contribute 4 contribute 2% of top step base	Illowing 01/01/18: % of top base salary of a firefigh salary of a firefighter/police officeration of MOU.)			

MANAGEMENT INCENTIVE

						etive 07/01/2023					
	PANS (Miscellaneous)	ACEA (Miscellaneous)	MCEA (Miscellaneous)	EUPA (Miscellaneous)	IBEW (Miscellaneous)	EXME (Miscellaneous)	AMPU (Miscellaneous)	AFCA (Safety)	IAFF (Safety)	APMA (Safety)	APOA (Safety)
	N	N/A	Management employees will receive 27 hours of leave per fiscal year. Unused leave cannot be cashed out at end of each fiscal year. No carry over allowed.	Management employees will receive 27 hours of leave per fiscal year. Unused leave cannot be cashed out at end of each fiscal year. No carry over allowed.		N/A		Level 1 10 Days Pay (Earned and paid in 26 installments per year) Level 2 (Office Excluding Deputy Assignment): Level 1 benefits + 5% of base pay (Paid in 26 installments per year) Level 3 (Deputy Assignment Only): Level 1 benefits + 5% of base pay (Paid in 26 installments per year)	N/A	4.55% of base annual salary (Earned and paid in 26 installments per year)	N/A
SICK LEAVE											
	96 Hours Annually (0.0462 Hours Accrued Per Hour Worked)	36 & 37.5 Hr/Wk EE: 90 Hours Annually (36 Hr/Wk EE=.0481/hr and 37.5 Hr/Wk EE=.0462/hr) 38 & 40 Hr/Wk EE: 96 Hours Annually (38 Hr/Wk EE=.0486/hr and 40 Hr/Wk EE=.0462/hr)	36 & 37.5 Hr/Wk EE: 90 Hours Annually (36 Hr/Wk EE=.0481/hr and 37.5 Hr/Wk EE=.0462/hr) 38 & 40 Hr/Wk EE: 96 Hours Annually (38 Hr/Wk EE=.0462/hr) 40 Hr/Wk EE=.0462/hr)	90 Hours Annually (36 Hr/Wk = .0481 Sick Hrs/Hr Worked)	96 Hours Annually (8 Hours Accrued Per Month)	1 Day Per Month (7.5 or 8 Hours per Day depending on Schedule)	90 Hours Annually (36 Hr/Wk = .0481 Sick Hrs/Hr Worked)	38 Hr/Wk EE: 96 Hours Annually .0486 Sick Hours/Hour	1 Day Per Month (8 or 12 Hours per Day depending on Schedule)	96 Hours Annually (0.04615 Hours Accrued Per Hour)	96 Hours Annually (0.0462 Hours Accrued Per Hour)
		Employees hired before August 1, 1980 accrue sick leave per section 18.6 of the ACEA MOU.	Employees hired before January 1, 1987 accrue sick leave per section 17.6 of the MCEA MOU.	Employees hired before January 1, 1987 accrue sick leave per section 17.6 of the EUPA MOU.	Employees hired before February 1, 1985 accrue sick leave per section 17.1 of the IBEW MOU.		Employees hired before January 1, 1987 accrue sick leave per section 9.6 of the AMPU Comp Plan.	56 Hr/Wk EE: 144 Hours Annually .0495 Sick Hours/Hour			
SICK LEAVE INCENTIVE	T				I			Ι			
					If 5 or fewer days of sick leave are			If no sick le	ave is used during the 12 mon	th calendar year, the employee	is awarded:
		N	I/A		used in the calendar year, the employee is awarded 1 day of leave the following year. Must be	N/A		Suppression: 24 hours of leave Non-Suppression: 10 hours our leave		20 hours	of leave
					used in the year it was awarded but may be cashed if employee separates within year awarded.			Leave is awarded the followin the year award Leave cannot	ed are forfeited.	Leave is awarded the following the year award Leave cannot	
HOLIDAYS	T						T	T			
For Observed Holidays see	Holiday in Lieu: 7.790%	11 Observed Holidays 5.5 Floating Holidays Holiday Hours Awarded:		ed Holidays ng Holidays	10 Observed Holidays OR Holiday in Lieu: 5.769% regular salary for: Chief System Operator,	11 Observed Holidays 5.5 Floating Holidays	11 Observed Holidays 3.5 Floating Holidays	Suppression: Holiday in Lieu 7.5020% base pay	56 Hr/week EE Holiday in Lieu: 1/20.004 if their base pay	Holiday in Lieu: 7.5020% base	Holiday in Lieu: 6.9252% base
group MOU.	base pay	36 & 37.5 HR EE: 7.5 hours per Holiday 40 & 38 HR EE: 8 hours per Holiday		ommensurate with Employees schedule)				Non-Suppression: 10 Holidays 3 Floating Holidays (9.5 hours per holiday)	40 Hr/work EE 11 Holidays 2 Floating Holidays	pay	(1 Floating Holiday after 12 months of service)
Wed. Before Thanksgiving	N/A		Employees scheduled to	work and at work the Wedneso	day morning before Thanksgiving	g Day may leave at noon.	1			1	
Christmas/New Year's Eve	N/A	Employee	es may leave at noon on Christm	as Eve OR New Years Eve if sche	f scheduled to work and at work the morning of the day they are leaving early.			Determined Yearly by Council			
SDI	<u> </u>										
Employee Paid		1.1 % of earnings to max with	nholding of \$1,601.60 annually.		BU May Elect To Participate 1.1 % of earnings to max withholding of \$1,601.60 annually.			ally. N/A			
JURY DUTY											
				Hours paid fo	or time served.				Hours paid for time served and travel time to and from court	Hours paid fo	or time served
F	1										

FUNERAL LEAVE

						ective 07/01/2023					
	PANS (Miscellaneous)	ACEA (Miscellaneous)	MCEA (Miscellaneous)	EUPA (Miscellaneous)	IBEW (Miscellaneous)	EXME (Miscellaneous)	AMPU (Miscellaneous)	AFCA (Safety)	IAFF (Safety)	APMA (Safety)	APOA (Safety)
	5 Days to make arrangements for and attend the funeral of spouse, parent or child; or 3 Days to make arrangements for and attend the funeral of all other immediate family members as defined in §19.6 of the MOU.	4 Days to make arrangements for and attend the funeral of immediate family members as defined in §19.6 of the MOU.	4 Days to make arrangements for and attend the funeral of immediate family members as defined in §18.6 of the MOU.	immediate family members as	for and attend the funeral of	4 Days to make arrangements for and attend the funeral of immediate family members as defined in §11.1 of the Compensation Plan.	4 Days to make arrangements for and attend the funeral of immediate family members as defined in §11.6 of the Compensation Plan.	MOH	arrangements for and attend the funeral of an immediate family member as defined in §19.6 of the MOU. Non-Suppression: 24 hours leave to make arrangements for and attend the funeral of an immediate family	spouse, pare 3 Days to make arrangements other immediate family mem	s for and attend the funeral of nt or child; or for and attend the funeral of all pers as defined in §19.6 of the DU.
BIRTH OF CHILD LEAVE				N	/A				Suppression: 48 hours use of sick leave in the event of critical illness where death appears imminent of an immediate family member as defined in §19.6 of the MOU. Non-Suppression: 24 hours use of sick leave in the event of critical illness where death appears imminent of an immediate family member as defined in §19.6 of the MOU.	. N	/A
				Per Applicable Stat	e and Federal Law.				In addition to leave per applicable State and Federal law employees may receive up to 24 hours leave during the period surrounding the birth of a child	Per Applicable Stat	e and Federal Law.
PHYSICAL FITNESS INCENTIVE	LEAVE				N/A					participation. Hours must be	10 hrs. of leave for successful participation. Hours must be used within the calendar year or are forfeited. Hours are not available for cash out. Voluntary participation.
PROFESSIONAL LEAVE		N/A		EUPA employees with three (3) or more years of continuous service to the City will receive eight (8) hours of professional leave during normal business hours to attend a professional growth training per fiscal year.	N	I/A	AMPU employees with three (3) or more years of continuous service to the City will receive eight (8) hours of professional leave during normal business hours to attend a professional growth training per fiscal year.		N	IA	
ADMINISTRATIVE LEAVE	Public Safety Communications Supervisor awarded 80 hours per fiscal year. Unused leave will be cashed out at end of each fiscal year.An additional 40 hours will be provided Jul 1. Unused leave will be forfeited and cannot be cashed out.		N	/A		Eight days of leave per fiscal year. Unused leave will be cashed out at end of each fiscal year. No carry over allowed.	27 hours of leave per fiscal year. Unused leave cannot be cashed out at end of each fiscal year. No carry over allowed.	Office Assig.: 123.5 hours Suppression: 173 hours awarded in two installments on January 1 and July 1. Hours not used within the calendar year are forfeited and cannot be cashed out.	N/A	123.5 hours annually, awarded in two installments on January 1 and July 1. hours not used within the calendar year are forfeited and cannot be cashed out.	N/A

COMP TIME

		_					LIIC	ective 07/01/2023							
	PANS (Miscellaneous)		EA aneous)		CEA laneous)	EUPA (Miscellaneous)	IBEW (Miscellaneous)	EXME (Miscellaneous)	AMPU (Miscellaneous)		FCA fety)		AFF afety)	APMA (Safety)	APOA (Safety)
ž	May accrue up to 80 hours of comp time.	May accrud	e up to 120 comp time	Non-e	xempt employee hours of c	es may accrue up to 40 comp time	May accrue up to 80 hours of comp time	N/A	N/A	٨	I/A	comp time b	o to 144 hours of out may take no 2 hours of comp n any month	N/A	May accrue up to 80 hours of comp time.
TAND-BY PAY															
	N/A			Specific Public V Parks classificati accrue when pla Standby. See se MCEA MOU for	Norks and Rec & ons are eligible to ced on mandatory ection 12.6 of the details and listing assifications.	N/A	2 hours at the straight time 3 hours at the straight time rate of pay per eight (8) hour shift of Stand-By on one of the designated 10 holidays			N	I/A				Paid 1/2 of regular rate per hour (Maximum of 12 consecutive hours)
CATASTROPHIC LEAVE				•											
	See Section 19.7 of the PANS MOU	See Section 19			3.7 of the MCEA OU	See Section 18.7 of the EUPA MOU	N/A	Governed by Administrative Policies and Procedures No. 44	See Section 11.7 of the AMPU Compensation Plan		9.7 of the AFCA		18.6 of the IAFF 10U	See Section 19.7 of the APMA MOU	See Section 19.7 of the APOA MOU
VACATION LEAVE															
Years of Service	Annual Accrual	Annual Accrual 36 & 37.5 HR/WK EE	Annual Accrual 38 & 40 HR/WK EE	Annual Accrual 36 & 37.5 HR/WK EE	Annual Accrual 38 & 40 HR/WK EE	Annual Accrual	Annual Accrual	Annual Accrual 37.5 Hr EE: 7.5 hrs. Per Day 40 Hr EE: 8 Hrs. Per Day	Annual Accrual	Suppression (1 Shift = to 24 hrs.)	Non- Suppression	Suppression (1 Shift = to 24 hrs.)	Non- Suppression (IAFF 1 Day = to 8 hrs.)	1 Day Equiva	elent to 8 hrs.
0	80 Hours	75 Hrs.	80 Hrs.	75 Hrs.	80 Hrs.	75 Hrs.	80 Hours		75 Hrs.	144 Hrs.	80 Hrs.				
1	80 Hours	75 Hrs.	80 Hrs.	75 Hrs.	80 Hrs.	75 Hrs.	80 Hours		75 Hrs.	144 Hrs.	80 Hrs.	6 Shifts	10 Days	10 Days	10 Days
2	80 Hours	75 Hrs.	80 Hrs.	75 Hrs.	80 Hrs.	75 Hrs.	80 Hours		75 Hrs.	144 Hrs.	80 Hrs.	6 Shifts	10 Days	11 Days	11 Days
3	80 Hours	75 Hrs.	80 Hrs.	75 Hrs.	80 Hrs.	75 Hrs.	80 Hours		75 Hrs.	144 Hrs.	80 Hrs.	6 Shifts	10 Days	12 Days	12 Days
5	120 Hours	112.5 Hrs.	120 Hrs.	112.5 Hrs.	120 Hrs.	112.5 Hrs.	120 Hours	May receive up to 20 days of	112.5 Hrs.	216 Hrs.	120 Hrs.	6 Shifts	10 Days	13 Days	13 Days
6	128 Hours 128 Hours	116.25 Hrs. 120 Hrs.	124 Hrs. 128 Hrs.	116.25 Hrs. 120 Hrs.	124 Hrs. 128 Hrs.	116.25 Hrs. 120 Hrs.	124 Hours 128 Hours	vacation at start and may accrue up to 20 days of	116.25 Hrs. 120 Hrs.	216 Hrs. 216 Hrs.	128 Hrs. 128 Hrs.	9 Shifts 9 Shifts	15 Days 16 Days	18 Days 19 Days	18 Days 19 Days
7	136 Hours	120 Hrs.	132 Hrs.	123.75 Hrs.	132 Hrs.	123.75 Hrs.	132 Hours	vacation annually.	123.75 Hrs.	216 Hrs.	136 Hrs.	9 Shifts	16 Days	20 Days	20 Days
8	136 Hours	127.5 Hrs.	136 Hrs.	127.5 Hrs.	136 Hrs.	127.5 Hrs.	136 Hours		127.5 Hrs.	216 Hrs.	136 Hrs.	9 Shifts	17 Days	21 Days	21 Days
9	144 Hours	131.25 Hrs.	140 Hrs.	131.25 Hrs.	140 Hrs.	131.25 Hrs.	140 Hours		131.25 Hrs.	216 Hrs.	144 Hrs.	9 Shifts	17 Days	22 Days	22 Days
10	144 Hours	135 Hrs.	144 Hrs.	135 Hrs.	144 Hrs.	135 Hrs.	144 Hours		135 Hrs.	216 Hrs.	144 Hrs.	9 Shifts	18 Days	23 Days	23 Days
11	152 Hours	138.75 Hrs.	148 Hrs.	138.75 Hrs.	148 Hrs.	138.75 Hrs.	148 Hours		138.75 Hrs.	216 Hrs.	152 Hrs.	9 Shifts	18 Days	23 Days	23 Days
12	152 Hours	142.5 Hrs.	152 Hrs.	142.5 Hrs.	152 Hrs.	142.5 Hrs.	152 Hours		142.5 Hrs.	216 Hrs.	152 Hrs.	9 Shifts	19 Days	24 Days	24 Days
13	160 Hours	146.25 Hrs.	156 Hrs.	146.25 Hrs.	156 Hrs.	146.25 Hrs.	156 Hours		146.25 Hrs.	216 Hrs.	160 Hrs.	9 Shifts	19 Days	24 Days	24 Days
14	160 Hours	150 Hrs.	160 Hrs.	150 Hrs.	160 Hrs.	150 Hrs.	160 Hours		150 Hrs.	288 Hrs.	168 Hrs.	9 Shifts	20 Days	25 Days	25 Days
15 16	160 Hours 160 Hours	153.75 Hrs. 157.5 Hrs.	164 Hrs. 168 Hrs.	153.75 Hrs. 157.5 Hrs.	164 Hrs. 168 Hrs.	153.75 Hrs. 157.5 Hrs.	164 Hours 168 Hours	Will receive an additional day	153.75 Hrs. 157.5 Hrs.	288 Hrs. 288 Hrs.	176 Hrs.	12 Shifts 12 Shifts	21 Days 22 Days	26 Days 27 Days	26 Days 27 Days
17	160 Hours	161.25 Hrs.	172 Hrs.	161.25 Hrs.	108 Hrs.	161.25 Hrs.	172 Hours	of vacation for each year of	161.25 Hrs.	288 Hrs.	208 Hrs.	12 Shifts	24 Days	27 Days 29 Days	29 Days
18	160 Hours	165 Hrs.	172 Hrs.	165 Hrs.	172 Hrs.	165 Hrs.	176 Hours	service up to a maximum of	165 Hrs.	288 Hrs.	208 Hrs.	12 Shifts	26 Days	31 Days	31 Days
19	160 Hours	168.75 Hrs.	180 Hrs.	168.75 Hrs.	180 Hrs.	168.75 Hrs.	180 Hours	25 days vacation for	168.75 Hrs.	312 Hrs.	224 Hrs.	12 Shifts	26 Days	31 Days	31 Days
20	168 Hours	172.5 Hrs.	184 Hrs.	172.5 Hrs.	184 Hrs.	172.5 Hrs.	184 Hours	miscellaneous and 30 days of vacation for Public Safety	172.5 Hrs.	312 Hrs.	224 Hrs.	13 Shifts	28 Days	33 Days	33 Days
21	176 Hours	176.25 Hrs.	188 Hrs.	176.25 Hrs.	188 Hrs.	176.25 Hrs.	188 Hours	classifications.	176.25 Hrs.	312 Hrs.	224 Hrs.	13 Shifts	28 Days	33 Days	33 Days
22	184 Hours	180 Hrs.	192 Hrs.	180 Hrs.	192 Hrs.	180 Hrs.	192 Hours		180 Hrs.	336 hrs.	240 Hrs.	13 Shifts	28 Days	33 Days	33 Days
23	192 Hours	183.75 Hrs.	196 Hrs.	183.75 Hrs.	196 Hrs.	183.75 Hrs.	196 Hours		183.75 Hrs.	336 hrs.	240 Hrs.	14 Shifts	30 Days	35 Days	35 Days
24	200 Hours	187.5 Hrs.	200 Hrs.	187.5 Hrs.	200 Hrs.	187.5 Hrs.	200 Hours		187.5 Hrs.	336 hrs.	240 Hrs.	14 Shifts	30 Days	35 Days	35 Days
25+ Vacation Accrual Maximum	200 Hours Annual Accrual + 80 Hrs.	187.5 Hrs. Annual Accrual + 75	200 Hrs. Annual Accrual + 80	187.5 Hrs.	200 Hrs.	187.5 Hrs. Annual Accrual + 75 Hrs.	200 Hours Annual Accrual + 80 Hrs.	320 Hours	187.5 Hrs. Annual Accrual + 75 Hrs.	336 hrs. Annual Accrual + 144	240 Hrs. Annual Accrual + 80	14 Shifts Annual Accrual + 144	30 Days Annual Accrual + 80	35 Days Annual Accrual + 80 Hrs.	35 Days Annual Accrual + 80 Hrs.
Vacation Accrual Maximum	Annual Accrual + 80 Hrs.	Accrual + 75 Hrs.	Accrual + 80 Hrs.	Annual Acci	rual + 75 Hrs.	Annual Accrual + 75 Hrs.	Annual Accrual + 80 Hrs.	320 Hours	Annual Accrual + 75 Hrs.		Accrual + 80 Hrs.		Accrual + 80 Hrs.	Annual Accrual + 80 Hrs.	Annual Accru

VACATION SELL BACK

						2011 2017					
	PANS (Miscellaneous)	ACEA (Miscellaneous)	MCEA (Miscellaneous)	EUPA (Miscellaneous)	IBEW (Miscellaneous)	EXME (Miscellaneous)	AMPU (Miscellaneous)	AFCA (Safety)	IAFF (Safety)	APMA (Safety)	APOA (Safety)
,			eted at least 15 years of service v 76 or 80 hours depending on en of vacation per year.		EE who have completed at least 15 years of service may elect to sell back up to 40 hours annually; EE who have completed at least 20 years of service may sell back up to 80 hours annually.	EEs who have completed at least 15 years of service may elect to sell back up to 2 weeks (75 or 80 hours based on ee's standard work week) of vacation annually.	EEs who have completed at least 15 years of service may elect to sell back up to 2 weeks (72, 75, 76 or 80 hours based on ee's standard work week) of vacation annually.			EEs who have completed at least 15 years of service may elect to sell back up to 2 weeks (80 hours based on ee's standard work week) of vacation annually.	
	N/A	To be eligible to sell back vaca			le election to sell back vacation of vacation in the twelve month	during the December prior to the sprior to the sprior to their sell back.	e year in which they are selling	N	1/A	To be eligible to sell back vacation each year, a qualifying employee must make an irrevocable election to sell back vacation during the December prior to the year in which they are selling back vacation and must have used at least two weeks of vacation in the twelve months prior to their sell back.	N/A
AUTO ALLOWANCE											
			N/A			\$250/month City provided vehicle for the Police and Fire Chiefs and PW Director in lieu of the auto allowance.	N/A	City Provided Vehicle	N/A	City Provided Vehicle	N/A
A/B DRIVERS LICENSE											
	N/A	\$150 per month for employees working in a classification that requires a valid Commercial Driver's License while they maintain such license	N,	/A	\$65 per month for employees working in a classification that requires a valid Commercial Driver's License while they maintain such license			N	I/A		
BILINGUAL PAY											
Continuous		\$100.00	/ month		N	I/A	\$60.00 / month	\$56.00/month	\$42.00/month	\$56.00/month	\$100.00/month
Situational					\$14.00/pay period, no more	than once per pay period and n	o more than twice per month		•	-	
PROBATIONARY PERIOD											
	6 month for the Senior Public Safety Dispatcher; 12 months for all other classifications	12 Months	12-months for new EE; 6- months for existing EE who have passed probation and move to a different classification	12-months for new EE; 6- months for existing EE who have passed probation and move to a different classification	12 months (employees entered in the Apprenticeship Program subject to the Apprenticeship Program Master Agreement)	At Will Employees.	12 Months	12 months	Firefighter - 18 months Apparatus Operator - 6 months Captain - 6 months	12 months 6 months for promotional appointment	Police Officer - 24 months Police Sergeant - 6 months

ACEA- Alameda City Employees Association
PANS- Police Officers Association Non-Sworn
EXME-Executive Management Employees
MCEA- Management and Confidential Employees Association
EUPA-Electric Utility Professionals of Alameda
AMPU- Alameda Municipal Power Unrepresented Employees

IBEW-International Brotherhood of Electrical Workers, Local 1245
APMA-Alameda Police Management Association
AFCA-Alameda Fire Chiefs Association
IAFF- International Association of Firefighters Local 689
APOA-Alameda Police Officers Association

	PANS (Miscellaneous)	ACEA (Miscellaneous)	MCEA (Miscellaneous)	EUPA (Miscellaneous)	IBEW (Miscellaneous)	EXME (Miscellaneous)	AMPU (Miscellaneous)	AFCA (Safety)	IAFF (Safety)	APMA (Safety)	APOA (Safety)
CONTRACT EXPIRATION											
	6/30/2022	6/30/2025	6/30/2022	6/30/2022	6/30/2022	6/30/2022	6/30/2022	12/31/2025	12/19/2023	6/30/2025	6/30/2025
RETIREMENT - PERS											
An em	nployee established with PERS	S on or before 12/31/2012 is clas	ssified as a CLASSIC member as	defined by the Public Employees	Pension Reform Act (PEPRA) o	f 2013. An employee hired on o	or after 01/01/2013 and not eligib	ole for reciprocity with another	California Public Retirement Sy	stem is classified as a NEW mem	bers.
				Miscellaneous Employees						mployees	
Pension Formula		EEs hired ON or BEFORE 1	<u>2/31/2012</u>		EEs hired	ON or AFTER 01/01/2013			EFORE 12/31/2012	·	AFTER 01/01/2013
		2%@55 EEs hired ON or BEFORE 1	2/24/2042		FF- bin-	2%@62 I ON or AFTER 01/01/2013			@ 50		6 @ 57
City Cost		8.412% (FY 22-23				10.28% (FY 21-22)		·	EFORE 12/31/2012 (FY 22-23)	<u>-</u>	AFTER 01/01/2013 (FY 21-22)
sity cost	9	\$7,927,316 Unfunded Accrued Li				10.22% (FY 22-23)			Accrued Liability (FY 22-23)		(FY 22-23)
	·	EEs hired ON or BEFORE 1				ON or AFTER 01/01/2013			EFORE 12/31/2012		AFTER 01/01/2013
Employee Contribution		8.868% (FY19-20	0)			8.25%* (FY 21-22)		15% (F	Y 18-19)	11.5%* ((FY 21-22)
imployee contribution		(7% + 1.868% EE Cost	Share)			8.25%* (FY 22-23)		(9% + 6% EE	E Cost Share)		(FY 22-23)
						subject to change		55 1: 100 0	TTODE 42/24/2042		to change
Final Compensation		EEs hired ON or BEFORE 1 Single Highest Ye			· · · · · · · · · · · · · · · · · · ·	ON or AFTER 01/01/2013 e of Three Highest Years		·	EFORE 12/31/2012 ghest Year		AFTER 01/01/2013 ee Highest Years
Survivor Benefit		Jiligie Highest fe	ui		Averag	3rd Level		Single Hil	best reur	Average of Till	eegiiese reurs
COLA INCREASES						5.4 2010.					
Effective 2022				January 2, 2022: 1%				1/2/22: 3% increase	1/2/2022: 2% increase	1/2/22: 4% increase 7/17/22: 2.5% increase	1/2/22: 4% increase 7/17/22 2.5% increase
Effective 2023	No Negotiated Increases 1/1/23: 3% increase 1/1/2023: 2% Increase										1st full payperiod after 7/1/23: 3.0% increase
Effective 2024				No Negotiated Increases				1st full pay period after 1/1/24: 3% increase	No Negotiated Increase	1st full payperiod after 7/1/24: 3.0% increase	1st full payperiod after 7/1/24: 3.0% increase
Effective 2025				No Negotiated Increases				1st full pay period after 1/1/25: 3% increase	No Negotiated Increase	No Negotiated Increase	No Negotiated Increase
HEALTH COVERAGE - Maximum C	City Contribution										
Effective 1/01/2022			For employees in the MC	EA, EUPA, EXME, AMPU and	AFCA bargaining units see	· · · · · · · · · · · · · · · · · · ·	on Plan for City Contribution	and cash back for employe	ees covered under Plan A.		
Waive Coverage						\$230 cash back per month	ī				
1-Party (Employee Only)		\$952.11 p			\$970.50 per month	\$952.11	per month) per month	
2-Party (Employee +1)		\$1,904.21	per month		\$1,941.00 per month	\$1,904.21	per month		\$2,019.93	2 per month	
3+-Party (Family)		\$2,475.48	per month		\$2,523.31 per month	\$2,475.48	3 per month		\$2,573.13	3 per month	
DENTAL COVERAGE											
Mandatory Enrollment			80% c	\$2,600 pp/yr. \$2,500 pp ortho life ost coverage 50% ortho cost co City paid \$129.60 / month	verage				\$2,500 p 90% cost coverage	0 pp/yr. p ortho life 50% ortho cost coverage 56.30 / month	
VISION COVERAGE											
Optional Enrollment	Employees under Plan B and enrolled in a Health Plan through the City may use any unused City Medical Premium Contribution to fund vision enrollment. Employee Paid Employee Paid Employee Paid Employees under Plan B and enrolled in a Health Plan through the City may use any unused City Medical Premium Contribution to fund vision enrollment.										
LIFE and AD&D COVERAGE					EE only rate-\$7	'.80; Two-party rate- \$15.10; Fai	mily rate- \$24.00				
II E AIIU ADAD COVERAGE	\$50,000		\$100,000		\$50,000	\$100	0,000	\$100,000	\$50,000	\$100,000	\$50,000
Mandatory Enrollment City Paid	\$8.45 / month		\$16.90 / month		\$8.45 / month	\$16.90) / month	\$16.90/month	\$8.45/month	\$16.90/month	\$8.45/month
				Ba	asic Life Rate: \$0.132/\$1,000	Basic AD&D Rate: \$0.037/\$1,00	0 Combined Rate: \$0.169/\$1,00	00			
LTD COVERAGE						1 .	T .				
		2/2 cala	ary Capped at \$2,500 Salary p	er month		2/3 Salary, Cap 11,999/Month	2/3 Salary, Cap 2,500/Month				
Mandatory Enrollment			1,667 Maximum Monthly Bene							N/A	

EAP BENEFIT	
Mandatory Enrollment	10 visits per issue per
City Paid	PROVIDER: MHN. \$3.78/month

						fective 1/1/2023					
	PANS (Miscellaneous)	ACEA (Miscellaneous)	MCEA (Miscellaneous)	EUPA (Miscellaneous)	IBEW (Miscellaneous)	EXME (Miscellaneous)	AMPU (Miscellaneous)	AFCA (Safety)	IAFF (Safety)	APMA (Safety)	APOA (Safety)
UNIFORM ALLOWANCE											
Paid By-Weekly	Effective the 1st full pay period: 2022 - \$1,150 per year		N/A		Store Room personnel provided: 5 pairs of pants, 5 shirts, and 1 set of rain gear. Provided on a replacement basis.	N	I/A	Paid on a pay period basis. (1st payperiod of year) 2022: \$2,000/year 2023: \$2,040/year 2024: \$2,080/year 2025:\$2120/year	Paid on a pay period basis. (1st on paycheck of year) 2022: \$1,350/year 2023: \$1,390/year	No Negotiated Increases du	iring remainder of contract.
ETIREE - HEALTH											
		Ca	IPERS required employer minim	num contribution for City retiree 2022: \$149 monthly	s enrolled in a CalPERS health pi	an.		The City will reimburse the r	retiree up to 2-party Bay Area K spouse at the tir /11, and retires with no less th	ss than 5 yrs. of service within 1 aiser or Bay Area Blue Shield rate ne of retirement. an 10 yrs. of service within 120 Bay Area Kaiser or Bay Area Blu	e for the employee and their
RETIREE - DENTAL											
				N/A				may enroll the	90% cost Covered/50 City Paid: \$6 e 6/7/11, and retires with no le emselves and their spouse (at the second control of the second co	2,500 pp ortho life ortho cost covered 9.00/ month ss than 5 yrs. of service within 1 e time of retirement) at no cost an 10 yrs. of service within 120 at no cost to the retiree.	to the retiree.
DEFERRED COMPENSATION											
					ax Contribution Amount - \$20,5		CalPERS (VOYA) nit \$6,500/year; "Pre-Retirement rrm to Payroll in the Finance Dep				
Employee Paid	For Employees in the service of the City for a minimum of one year, the City will contribute 1% base salary for employees who contribute at least 0.5% of their base salary.	No City Co	ontribution	For Employees in the service of the City for a minimum of one year, the City will contribute 1% base salary for employees who contribute at least 0.5% of their base salary.	For employees who have completed one year of service, the City will match \$1.00 for every dollar employee contributes to their 457 Plan, up to 1% of the employee's base wage.	For Employees in the service of the City for a minimum of one year, the City will contribute 1% base salary for employees who contribute at least 0.5% of their base salary.	For Employees in the service of the City for a minimum of one year, the City will contribute 1% base salary for employees who contribute at least 0.5% of their base salary.		No City Co	ontribution	
SUPPLEMENTAL RETIREMENT	BENEFITS										
Mandatory Safety Enrollment				N/A				EEs hired after 0	06/07/2011 will contribute 2% o	f regular base monthly salary to	a 401(a)(h) plan.
OTHER POST EMPLOYMENT B	ENEFITS TRUST (OPEB)										
Mandatory Safety Enrollment				N/A				EEs hired AFT EEs hired ON or BEI EEs hired AFTER 06/07/11: o EEs hired ON or E	EFORE 06/07/11: contribute 2% ER 06/07/1: contribute 1% of to 1st Pay Period Fo FORE 06/07/11: contribute 3% contribute 2% of top step base stagnant for du 1st Pay Period Fo BEFORE 06/07/11: contribute 4	of top step base salary of firefighter, by step base salary of firefighter, by step base salary of firefighter, by step base salary of a firefighter, by step base salary of a firefighter/police offic ration of MOU.) Solary of a firefighter/police offic salary of a fire	/police officer. ghter/police officer. ter. (This amount will remain ter/police officer.

IANAGEMENT INCENTIVE			
	Level 1		
	Level 1 10 Days Pay		
	(Earned and paid in 26 installmen	ts	
	per year)		

					EI	rective 1/1/2023												
	PANS (Miscellaneous)	ACEA (Miscellaneous)	MCEA (Miscellaneous)	EUPA (Miscellaneous)	IBEW (Miscellaneous)	EXME (Miscellaneous)	AMPU (Miscellaneous)	AFCA (Safety)	IAFF (Safety)	APMA (Safety)	APOA (Safety)							
				N/A				Level 2 (Office Excluding Deputy Assignment): 5% of base pay (Paid in 26 installments per year) Level 3 (Deputy Assignment Only): 5% of base pay (Paid in 26 installments per year)	n/A	10 Days (80 hrs.) Pay (Earned and paid in 26 installments per year)	N/A							
SICK LEAVE																		
		36 & 37.5 Hr/Wk EE: 90 Hours Annually (7.5 Hours Accrued Per Month)	36 & 37.5 Hr/Wk EE: 90 Hours Annually (7.5 Hours Accrued Per Month)	90 Hours Annually (7.5 Hours Accrued Per	96 Hours Annually		90 Hours Annually (7.5 Hours Accrued Per											
	96 Hours Annually (8 Hours Accrued Per Month)	38 & 40 Hr/Wk EE: 96 Hours Annually (8 Hours Accrued Per Month)	38 & 40 Hr/Wk EE: 96 Hours Annually (8 Hours Accrued Per Month)	Month)	(8 Hours Accrued Per Month)	1 Day Per Month (7.5 or 8 Hours per Day depending on Schedule)	Month)	1 day po	er month	8 hours per month	96 Hours Annually (0.0462 Hours Accrued Per Hour)							
		Employees hired before August 1, 1980 accrue sick leave per section 18.6 of the ACEA MOU.	Employees hired before January 1, 1987 accrue sick leave per section 17.6 of the MCEA MOU.	Employees hired before January 1, 1987 accrue sick leave per section 17.6 of the EUPA MOU.	Employees hired before February 1, 1985 accrue sick leave per section 17.1 of the IBEW MOU.		Employees hired before January 1, 1987 accrue sick leave per section 9.6 of the AMPU Comp Plan.											
SICK LEAVE INCENTIVE																		
					If 5 or fewer days of sick leave are used in the calendar year, the			If no sick le	ave is used during the 12 mon	th calendar year, the employee	s awarded:							
		N	I/A		employee is awarded 1 day of leave the following year. Must be		N/A		4 hours of leave 10 hours our leave	20 hours	of leave							
					used in the year it was awarded but may be cashed if employee separates within year awarded.			Leave is awarded the following the year award Leave cannot	ed are forfeited.	Leave is awarded the following the year award Leave cannot								
HOLIDAYS								•		•								
		10 Observed Holidays 5.5 Floating Holidays	10 Observe	ed Holidays	10 Observed Holidays OR Holiday in Lieu: 5.769% regular salary for: Chief			Suppression: Holiday in	ı Lieu 7.5020% base pay		Holiday in Lieu: 6.9252% base							
For Observed Holidays see group MOU.	Holiday in Lieu: 7.502% base pay	Holiday Hours Awarded: 36 & 37.5 HR EE: 7.5 hours per Holiday 40 & 38 HR EE:	3.5 Floatin (9 or 9.5 hours per holiday, co	g Holidays	System Operator, System Operator and System Operator Trainee	5.5 Floatii (Hours commensurate with E	red Holidays ng Holidays Employees Work Day schedule)	Non-Suppression: 10 Holidays	& 3 Floating Holidays (9.5 r holiday)	Holiday in Lieu: 7.5020% base pay	pay (1 Floating Holiday after 12 months of service)							
		8 hours per Holiday			5.5 Floating Holidays (All Unit Members)													
Wed. Before Thanksgiving	N/A		Employees scheduled to	work and at work the Wedneso	day morning before Thanksgivin	g Day may leave at noon.			Determined V	early by Council								
Christmas/New Year's Eve	N/A	Employee	es may leave at noon on Christm	as Eve OR New Years Eve if sche	eduled to work and at work the	morning of the day they are lea	aving early.	Determined Yearly by Council										
SDI																		
Employee Paid		1% of earnings to max with	holding of \$1,183.71 annually.		BU May Elect To Participate	1% of earnings to max with	holding of \$1,183.71 annually.		N	I/A								
JURY DUTY				Hours paid fo	or time served.				Hours paid for time served and	Hours paid fo	r time served							
									Hours paid for time served. Hours paid for time served travel time to and from court Hours paid for time served									

FUNERAL LEAVE

NOTICE CONTINUE LANGE THE PROPERTY WAS ABOUT						<u>-</u> ,	TECTIVE 1/1/2023					
NOTICE CONTINUE LANGE THE PROPERTY WAS ABOUT		for and attend the funeral of spouse, parent or child; or 3 Days to make arrangements for and attend the funeral of all other immediate family members as defined in §19.6	4 Days to make arrangements for and attend the funeral of immediate family members as defined in §19.6 of the MOU.	for and attend the funeral of immediate family members as	for and attend the funeral of immediate family members as	for and attend the funeral of immediate family members as	for and attend the funeral of immediate family members as defined in §11.1 of the	for and attend the funeral of immediate family members as defined in §10.6 of the	3 Regular Working Shifts to make arrangements for and attend the funeral of an immediate family member as defined in §19.6 of the MOU Non-Suppression: 5 Days to make arrangements for and attend the funeral of spouse, parent or child; or 3 Days to make arrangements for and attend the funeral of all other immediate family members as	48 hours leave to make arrangements for and attend the funeral of an immediate family member as defined in §19.6 of the MOU. Non-Suppression: 24 hours leave to make arrangements for and attend the funeral of an immediate family member as defined in §19.6 of the	spouse, pare 3 Days to make arrangements other immediate family mem	nt or child; or for and attend the funeral of all pers as defined in §19.6 of the
A September 1997 And	IMMINENT DEATH											
Note that the second of the se					N	/A				48 hours use of sick leave in the event of critical illness where death appears imminent of an immediate family member as	N	/A
Por Applicable State and Federal Law. Por Applicable Sta					·	,,,				24 hours use of sick leave in the event of critical illness where death appears imminent of an immediate family member as	· ·	
Pre Applicable State and Federal Law. NA NA NA NA NA NA NA NA NA N	BIRTH OF CHILD LEAVE											
N/A BUPA employees with three could will be considered by the construction of available for for carb out. Voluntary participation. N/A					Per Applicable Sta	te and Federal Law.				applicable State and Federal law employees may receive up to 24 hours leave during the period surrounding the birth	Per Applicable Stat	e and Federal Law.
N/A N/A Subjective to the City or more years of continuous service to the City or professional leave during normal business hours to attend a professional growth training per fiscal year. N/A N/	PHYSICAL FITNESS INCENTIVE	LEAVE										
N/A EUPA employees with three (3) or more years of continuous service to the City will receive eight (8) hours of professional leave during normal business hours to attend a professional growth training per fiscal year. Public Safety Communications Supervisor awarded 80 hours per fiscal year.						N	//A					participation. Hours must be used within the calendar year or are forfeited. Hours are not available for cash out.
N/A a label and a professional leave during normal business hours to attend a professional leave during normal business hours to attend a professional growth training per fiscal year. N/A a label and a professional leave during normal business hours to attend a professional growth training per fiscal year. N/A Bublic Safety Communications Supervisor awarded 80 hours per fiscal year. N/A a label and a professional growth training per fiscal year. N/A a label and a professional growth training per fiscal year. N/A a label and a professional growth training per fiscal year. N/A a label and a professional growth training per fiscal year. N/A a label and a professional growth training per fiscal year. N/A a label and a professional growth training per fiscal year. N/A a label and a professional growth training per fiscal year. N/A a label and a professional growth training per fiscal year. N/A a label and a professional growth training per fiscal year. N/A a label and a professional growth training per fiscal year. N/A a label and a professional growth training per fiscal year. N/A a label and a professional growth training per fiscal year. N/A a label and a professional growth training per fiscal year. N/A a label and a professional growth training per fiscal year. N/A a label and a professional growth training per fiscal year. N/A a label and a professional growth training per fiscal year. N/A a label and a professional growth training per fiscal year. N/A a label and a professional growth training per fiscal year. N/A a label and a professional growth training per fiscal year. N/A a label and a professional growth training per fiscal year. N/A a label and a professional growth training per fiscal year. N/A a label and a professional growth training per fiscal year. N/A a label and a professional growth training per fiscal year. N/A a label and a	PROFESSIONAL LEAVE	_			ı	ı						
Public Safety Communications Supervisor awarded 80 hours per fiscal year. Unused leave will be cashed out at end of each fiscal year. No carry over allowed. One week of leave per fiscal year. Unused leave will be cashed out at end of each fiscal year. No carry over allowed. One week of leave per fiscal year. Unused leave per fiscal year. Unused leave will be cashed out at end of each fiscal year. No carry over allowed. One week of leave per fiscal year. Unused leave will be cashed out at end of each fiscal year. No carry over allowed. One week of leave per fiscal year. N/A N/A N/A N/A N/A N/A N/A N/			N/A		(3) or more years of continuous service to the City will receive eight (8) hours of professional leave during normal business hours to attend a professional growth	N	/A	(3) or more years of continuous service to the City will receive eight (8) hours of professional leave during normal business hours to attend a professional growth		٨	IA	
Public Safety Communications Supervisor awarded 80 hours per fiscal year. Unused leave will be cashed out at end of each fiscal year. When the cashed out at end of each fiscal year. When the cashed out at end of each fiscal year. When the cashed out at end of each fiscal year. No carry over allowed. Public Safety Communications Suppression: 173 hours awarded in two installments on January 1 and July 1. hours not used within the calendar year are forfeited and cannot be cashed out. No carry over allowed. Suppression: 173 hours awarded in two installments on January 1 and July 1. hours not used within the calendar year are forfeited and cannot be cashed out.	ADMINISTRATIVE LEAVE											
COMP TIME		Supervisor awarded 80 hours per fiscal year. Unused leave will be cashed out at end of		N			year. Unused leave will be cashed out at end of each fiscal year.	N/A	Suppression: 173 hours awarded in two installments on January 1 and July 1. hours not used within the calendar year are forfeited and cannot	N/A	awarded in two installments on January 1 and July 1. hours not used within the calendar year are forfeited and cannot	N/A
	COMP TIME											

								16Ctive 1/1/2023							
	PANS ACEA (Miscellaneous) (Miscellaneous)				EUPA IBEW (Miscellaneous) (Miscellaneous)		EXME AMPU (Miscellaneous) (Miscellaneous)		AFCA (Safety)		IAFF (Safety)		APMA (Safety)	APOA (Safety)	
	May accrue up to 80 hours of comp time.	May accrue up to 120 hours of comp time		Non-exempt employed hours of c			May accrue up to 80 hours of comp time	N/A	N/A	N	/A	comp time bu	to 144 hours of ut may take no hours of comp any month	N/A	May accrue up to 80 hours of comp time.
STAND-BY PAY															
		1.5 Hours compensation at straight time rate of pay for Stand-By on a regular workday. 3 Hours compensation at straight time rate for Stand-By on a on day off.		time rate of pay for d-By on a regular workday. Specific Public Works and Rec & Parks classifications are eligible to acrue when placed on mandatory Standby. See section 12.6 of the		Standby Pay Provision Suspended during term of o contract.	2 hours at the straight time rate of pay per eight (8) hour shift of Stand-By		N/A						Paid 1/2 of regular rate per
	N/A						3 hours at the straight time rate of pay per eight (8) hour shift of Stand-By on one of the designated 10 holidays							hour (Maximum of 12 consecutive hours)	
CATASTROPHIC LEAVE															
SATASTROT INC LEAVE	See Section 19.7 of the PANS MOU		on 19.7 of the ACEA See Section 18.7 of the MCEA MOU MOU		See Section 18.7 of the EUPA MOU	N/A	See Section 10 of the EXME Compensation Plan	See Section 10.7 of the AMPU See Section 19.7 of the AFC Compensation Plan MOU			A See Section 18.6 of the IAFF MOU		See Section 19.7 of the APMA MOU	See Section 19.7 of the APOA MOU	
ACATION LEAVE															
Years of Service	Annual Accrual	Annual Accrual 36 & 37.5 HR/WK EE	Annual Accrual 38 & 40 HR/WK EE		Annual Accrual 38 & 40 HR/WK EE	Annual Accrual	Annual Accrual	Annual Accrual 36/37.5 Hr EE: 7.5 hrs. Per Day 38/40 Hr EE: 8 Hrs. Per Day	Annual Accrual	Suppression (1 Shift = to 24 hrs.)	Non- Suppression	Suppression (1 Shift = to 24 hrs.)	Non- Suppression (IAFF 1 Day =	1 Day Equiva	lent to 8 hrs.
0	80 Hours	75 Hrs.	80 Hrs.	75 Hrs.	80 Hrs.	75 Hrs.	80 Hours		75 Hrs.	144 Hrs.	80 Hrs.		ITO X DES 1		
1	80 Hours	75 Hrs.	80 Hrs.	75 Hrs.	80 Hrs.	75 Hrs.	80 Hours		75 Hrs.	144 Hrs.	80 Hrs.	6 Shifts	10 Days	10 Days	10 Days
2	80 Hours	75 Hrs.	80 Hrs.	75 Hrs.	80 Hrs.	75 Hrs.	80 Hours		75 Hrs.	144 Hrs.	80 Hrs.	6 Shifts	10 Days	10 Days	11 Days
3	80 Hours	75 Hrs.	80 Hrs.	75 Hrs.	80 Hrs.	75 Hrs.	80 Hours	May receive up to 20 days of vacation at start and may	75 Hrs.	144 Hrs.	80 Hrs.	6 Shifts	10 Days	10 Days	12 Days
4	120 Hours	112.5 Hrs.	120 Hrs.	112.5 Hrs.	120 Hrs.	112.5 Hrs.	120 Hours		112.5 Hrs.	144 Hrs.	120 Hrs.	6 Shifts	10 Days	10 Days	13 Days
5	128 Hours	116.25 Hrs.	124 Hrs.	116.25 Hrs.	124 Hrs.	116.25 Hrs.	124 Hours		116.25 Hrs.	216 Hrs.	128 Hrs.	9 Shifts	15 Days	15 Days	18 Days
6	128 Hours	120 Hrs.	128 Hrs.	120 Hrs.	128 Hrs.	120 Hrs.	128 Hours	accrue up to 20 days of vacation annually.	120 Hrs.	216 Hrs.	128 Hrs.	9 Shifts	16 Days	16 Days	19 Days
7	136 Hours	123.75 Hrs.	132 Hrs.	123.75 Hrs.	132 Hrs.	123.75 Hrs.	132 Hours	vacauun annuany.	123.75 Hrs.	216 Hrs.	136 Hrs.	9 Shifts	16 Days	16 Days	20 Days
8	136 Hours	127.5 Hrs.	136 Hrs.	127.5 Hrs.	136 Hrs.	127.5 Hrs.	136 Hours		127.5 Hrs.	216 Hrs.	136 Hrs.	9 Shifts	17 Days	17 Days	21 Days
9	144 Hours 144 Hours	131.25 Hrs. 135 Hrs.	140 Hrs. 144 Hrs.	131.25 Hrs. 135 Hrs.	140 Hrs. 144 Hrs.	131.25 Hrs. 135 Hrs.	140 Hours 144 Hours		131.25 Hrs. 135 Hrs.	216 Hrs. 216 Hrs.	144 Hrs. 144 Hrs.	9 Shifts 9 Shifts	17 Days 18 Days	17 Days 18 Days	22 Days 23 Days
11	152 Hours	138.75 Hrs.	144 Hrs.	133 Hrs. 138.75 Hrs.	144 Hrs.	138.75 Hrs.	148 Hours		138.75 Hrs.	216 Hrs.	152 Hrs.	9 Shifts	18 Days	18 Days	23 Days
12	152 Hours	142.5 Hrs.	152 Hrs.	142.5 Hrs.	152 Hrs.	142.5 Hrs.	152 Hours		142.5 Hrs.	216 Hrs.	152 Hrs.	9 Shifts	19 Days	19 Days	24 Days
13	160 Hours	146.25 Hrs.	156 Hrs.	146.25 Hrs.	156 Hrs.	146.25 Hrs.	156 Hours		146.25 Hrs.	216 Hrs.	160 Hrs.	9 Shifts	19 Days	19 Days	24 Days
14	160 Hours	150 Hrs.	160 Hrs.	150 Hrs.	160 Hrs.	150 Hrs.	160 Hours		150 Hrs.	288 Hrs.	168 Hrs.	9 Shifts	20 Days	20 Days	25 Days
15	160 Hours	153.75 Hrs.	164 Hrs.	153.75 Hrs.	164 Hrs.	153.75 Hrs.	164 Hours		153.75 Hrs.	288 Hrs.	176 Hrs.	12 Shifts	21 Days	21 Days	26 Days
16	160 Hours	157.5 Hrs.	168 Hrs.	157.5 Hrs.	168 Hrs.	157.5 Hrs.	168 Hours	Will receive an additional day	157.5 Hrs.	288 Hrs.	192 Hrs.	12 Shifts	22 Days	22 Days	27 Days
17	160 Hours	161.25 Hrs.	172 Hrs.	161.25 Hrs.	172 Hrs.	161.25 Hrs.	172 Hours	of vacation for each year of service up to a maximum of	161.25 Hrs.	288 Hrs.	208 Hrs.	12 Shifts	24 Days	24 Days	29 Days
18	160 Hours	165 Hrs.	176 Hrs.	165 Hrs.	176 Hrs.	165 Hrs.	176 Hours	25 days vacation for	165 Hrs.	288 Hrs.	208 Hrs.	12 Shifts	26 Days	26 Days	31 Days
19	160 Hours	167.75 Hrs.	180 Hrs.	167.75 Hrs.	180 Hrs.	167.75 Hrs.	180 Hours	miscellaneous and 30 days of		312 Hrs.	224 Hrs.	12 Shifts	26 Days	26 Days	31 Days
20 21	168 Hours 176 Hours	172.5 Hrs.	184 Hrs.	172.5 Hrs.	184 Hrs.	172.5 Hrs. 176.25 Hrs.	184 Hours 188 Hours	vacation for Public Safety classifications.	172.5 Hrs. 176.25 Hrs.	312 Hrs.	224 Hrs.	13 Shifts	28 Days	28 Days	33 Days 33 Days
22	176 Hours	176.25 Hrs. 180 Hrs.	188 Hrs. 192 Hrs.	176.25 Hrs. 180 Hrs.	188 Hrs. 192 Hrs.	176.25 Hrs. 180 Hrs.	192 Hours		176.25 Hrs.	312 Hrs. 336 hrs.	224 Hrs. 240 Hrs.	13 Shifts 13 Shifts	28 Days	28 Days 28 Days	33 Days
23	192 Hours	183.75 Hrs.	192 Hrs.	183.75 Hrs.	192 Hrs.	183.75 Hrs.	196 Hours		183.75 Hrs.	336 hrs.	240 Hrs.	14 Shifts	30 Days	30 Days	35 Days
24	200 Hours	183.75 Hrs.	200 Hrs.	187.5 Hrs.	200 Hrs.	187.5 Hrs.	200 Hours		187.5 Hrs.	336 hrs.	240 Hrs.	14 Shifts	30 Days	30 Days	35 Days
25+	200 Hours	187.5 Hrs.	200 Hrs.	187.5 Hrs.	200 Hrs.	187.5 Hrs.	200 Hours		187.5 Hrs.	336 hrs.	240 Hrs.	14 Shifts	30 Days	30 Days	35 Days
Vacation Accrual Maximum	Annual Accrual + 80 Hrs.	Annual Accrual + 75 Hrs.	Annual Accrual + 80 Hrs.		ual + 75 Hrs.	Annual Accrual + 75 Hrs.	Annual Accrual + 80 Hrs.	320 Hours	Annual Accrual + 75 Hrs.	Annual	Annual Accrual +80 Hrs.	Annual	Annual	Annual Accrual + 80 Hrs.	Annual Accrual + 80 Hrs.

VACATION SELL BACK

	Lifective 1/1/2025													
	PANS (Miscellaneous)	ACEA (Miscellaneous)	MCEA (Miscellaneous)	EUPA (Miscellaneous)	IBEW (Miscellaneous)	EXME (Miscellaneous)	AMPU (Miscellaneous)	AFCA (Safety)	IAFF (Safety)	APMA (Safety)	APOA (Safety)			
	N/A		eted at least 15 years of service v 76 or 80 hours depending on en of vacation per year.		EE who have completed at least 15 years of service may elect to sell back up to 40 hours annually; EE who have completed at least 20 years of service may sell back up to 80 hours annually.	N/A	EEs who have completed at least 15 years of service may elect to sell back up to 2 weeks (72, 75, 76 or 80 hours based on ee's standard work week) of vacation annually.	s d						
		To be eligible to sell back vaca	o be eligible to sell back vacation each year, a qualifying employee must make an irrevocable election to sell back vacation during the December prior to the year in which they are selling back vacation and must have used at least two weeks of vacation in the twelve months prior to their sell back.											
AUTO ALLOWANCE														
			N/A			\$250/month City provided vehicle for the Police and Fire Chiefs and PW Director in lieu of the auto allowance.	N/A	City Provided Vehicle	N/A	City Provided Vehicle	N/A			
A/B DRIVERS LICENSE														
	N/A	\$65 per month for employees working in a classification that requires a valid Commercial Driver's License while they maintain such license	king in a classification that quires a valid Commercial N/A river's License while they											
BILINGUAL PAY														
Continuous		\$100.00	/ month		N	/A	\$60.00 / month	\$56.00/month	\$42.00/month	\$56.00/month	\$100.00/month			
Situational		\$14.00/pay period, no more than once per pay period and no more than twice per month												
PROBATIONARY PERIOD														
	6 month for the Senior Public Safety Dispatcher; 12 months for all other classifications	12 Months	12-months for new EE; 6- months for existing EE who have passed probation and move to a different classification	12-months for new EE; 6- months for existing EE who have passed probation and move to a different classification	12 months (employees entered in the Apprenticeship Program subject to the Apprenticeship Program Master Agreement)	At Will Employees.	12 Months	12 months	Firefighter - 18 months Apparatus Operator - 6 months Captain - 6 months	12 months 6 months for promotional appointment	Police Officer - 24 months Police Sergeant - 6 months			

ACEA- Alameda City Employees Association

PANS- Police Officers Association Non-Sworn

EXME-Executive Management Employees

MCEA- Management and Confidential Employees Association

EUPA-Electric Utility Professionals of Alameda

AMPU- Alameda Municipal Power Unrepresented Employees

IBEW-International Brotherhood of Electrical Workers, Local 1245

APMA-Alameda Police Management Association

AFCA-Alameda Fire Chiefs Association

IAFF- International Association of Firefighters Local 689

APOA-Alameda Police Officers Association