

Detailed Breakdown of Benefits by MOU
Effective 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)
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 on or before 12/31/2012 is classified as a CLASSIC member as defined by the Public Employees Pension Reform Act (PEPRA) of 2013. An employee hired on or after 01/01/2013 and not eligible for reciprocity with another California Public Retirement System is classified as a NEW members.											
Pension Formula	Miscellaneous Employees						Safety Employees				
	<u>EEs hired ON or BEFORE 12/31/2012</u> 2%@55			<u>EEs hired ON or AFTER 01/01/2013</u> 2% @62			<u>EEs hired ON or BEFORE 12/31/2012</u> 3% @ 50		<u>EEs hired ON or AFTER 01/01/2013</u> 2.7% @ 57		
City Cost	<u>EEs hired ON or BEFORE 12/31/2012</u> 8.352% (FY 22-23) \$7,328,388 Unfunded Accrued Liability (FY 23-24)			<u>EEs hired ON or AFTER 01/01/2013</u> 10.22% (FY 22-23) 11.05% (FY 23-24)			<u>EEs hired ON or BEFORE 12/31/2012</u> 14.08% (FY 22-23) \$14,163,948 Unfunded Accrued Liability (FY 23-24)		<u>EEs hired ON or AFTER 01/01/2013</u> 20.08% (FY 22-23) 21.82% (FY 23-24)		
Employee Contribution	<u>EEs hired ON or BEFORE 12/31/2012</u> 8.868% (7% + 1.868% EE Cost Share)			<u>EEs hired ON or AFTER 01/01/2013</u> 8.25%* (FY 22-23) 8.75%* (FY 23-24) * subject to change			<u>EEs hired ON or BEFORE 12/31/2012</u> 15% (9% + 6% EE Cost Share)		<u>EEs hired ON or AFTER 01/01/2013</u> 11.5%* (FY 22-23) 12.25%* (FY 23-24) * subject to change		
Final Compensation	<u>EEs hired ON or BEFORE 12/31/2012</u> Single Highest Year			<u>EEs hired ON or AFTER 01/01/2013</u> Average of Three Highest Consecutive Years			<u>EEs hired ON or BEFORE 12/31/2012</u> Single Highest Year		<u>EEs hired ON or AFTER 01/01/2013</u> Average of Three Highest Consecutive Years		
Survivor Benefit	3rd Level										
COLA INCREASES											
Effective 2022	July 3, 2022: 4.5% increase			7/3/2022: 4.5% for Storekeeper, Stock Clerk &Utility Construction Compliance Inspector 10/9/2022: 4.5% for remainign classifications	July 3, 2022: 4.5% increase		1/2/22: 3% increase	1/2/2022: 2% Increase	1/2/2022: 4.0% increase 7/3/2022: 2.5% increase	1/2/2022: 4.0% increase 7/3/2022: 2.5% increase	
Effective 2023	July 2, 2023: 3.5% increase			7/2/2023: 3.5% increase	July 2, 2023: 3.5% increase		1/1/23: 3% increase	1/1/2023: 2% Increase	7/2/2023: 3% increase	7/2/2023: 3% increase	
Effective 2024	1st full pay period after July 1, 2024 : 2.5% increase			1st full pay period after July 1, 2024 : 2.5% increase	1st full pay period after July 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 Negotiated Increase			Under Negotiation	No Negotiated Increase		1st full pay period after 1/1/25: 3% increase	No Negotiated Increase	No Negotiated Increase	No Negotiated Increase	
HEALTH COVERAGE - Maximum City Contribution											
Effective 1/01/2023	For employees in the MCEA, EUPA, EXME, AMPU and AFCA bargaining units see their MOU or Compensation Plan for City Contribution and cash back for employees covered under Plan A.										
Waive Coverage	\$230 cash back per month										
1-Party (Employee Only)	\$952.11 per month	\$1,025.79 per month		\$1,047.18 per month	\$1,025.79 per month		\$1,171.58 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		\$2,093.60 per month				
3+-Party (Family)	\$2,475.48 per month	\$2,549.16 per month		\$2,596.99 per month	\$2,549.16 per month		\$2,646.81 per month				
DENTAL COVERAGE											
Mandatory Enrollment	\$2,600 pp/yr. \$2,500 pp ortho life 80% cost coverage 50% ortho cost coverage City paid \$133.50 / month						\$2,600 pp/yr. \$2,500 pp ortho life 90% cost coverage 50% ortho cost coverage City paid \$161.00 / month				
VISION COVERAGE											
Optional Enrollment	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.	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.	City/Employee Paid - 50/50 Split				
	EE only rate-\$7.80; Two-party rate- \$15.10; Family rate- \$24.00										
LIFE and AD&D COVERAGE											
Mandatory Enrollment City Paid	\$50,000 \$8.45 / month	\$100,000 \$16.90 / month		\$50,000 \$8.45 / month	\$100,000 \$16.90 / month		\$100,000 \$16.90/month	\$50,000 \$8.45/month	\$100,000 \$16.90/month	\$50,000 \$8.45/month	
	Basic Life Rate: \$0.132/\$1,000 Basic AD&D Rate: \$0.037/\$1,000 Combined Rate: \$0.169/\$1,000										
LTD COVERAGE											
Mandatory Enrollment City Paid	2/3 salary Capped at \$2,500 Salary per month \$1,667 Maximum Monthly Benefit \$0.336/\$100 of covered payroll				2/3 Salary, Cap 11,999/Month \$8,000 Max. Monthly Benefit \$0.336/\$100 of payroll	2/3 Salary, Cap 2,500/Month \$1,667 Max. Monthly Benefit \$0.336/\$100 of payroll	N/A				
EAP BENEFIT											

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Mandatory Enrollment City Paid	10 visits per issue per year \$4.19/month										
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/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 during remainder of contract.	
RETIREE - HEALTH											
	CalPERS required employer minimum contribution for City retirees enrolled in a CalPERS health plan. 2023: \$151 monthly 2024: \$157 monthly							<u>If EE hired on or before 6/7/11, and retires with no less than 5 yrs. of service within 120 days of separation:</u> The City will reimburse the retiree up to 2-party Bay Area Kaiser or Bay Area Blue Shield rate for the employee and their spouse at the time of retirement. <u>If EE hired after 6/7/11, and retires with no less than 10 yrs. of service within 120 days of separation:</u> City will reimburse the retiree up to 1-party Bay Area Kaiser or Bay Area Blue Shield rate			
RETIREE - DENTAL											
	N/A							\$2,600 pp/yr./ \$2,500 pp ortho life 90% cost Covered/50% ortho cost covered City Paid: \$69.00/ month If EE hired on or before 6/7/11, and retires with no less than 5 yrs. of service within 120 days of separation: may enroll themselves and their spouse (at the time of retirement) at no cost to the retiree. If EE hired after 6/7/11, and retires with no less than 10 yrs. of service within 120 days of separation: may enroll themselves at no cost to the retiree.			
DEFERRED COMPENSATION											
Employee Paid	Current providers are ICMA, Nationwide and CalPERS (VOYA) 2023: Maximum Annual Pre-Tax Contribution Amount - \$22,500/year; "Age 50" Catch Up Limit \$7,500/year; "Pre-Retirement" Catch Up Limit \$22,500/year Contribution Changes may be made monthly by submitting a change form to Payroll in the Finance Department.										
	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 Contribution	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% of regular base monthly salary to a 401(a)(h) plan.			
OTHER POST EMPLOYMENT BENEFITS TRUST (OPEB)											
Mandatory Safety Enrollment	N/A							1st Pay Period Following 01/01/16: EEs hired ON or BEFORE 06/07/11: contribute 2% of top step base salary of firefighter/police officer. EEs hired AFTER 06/07/11: contribute 1% of top step base salary of firefighter/police officer. 1st Pay Period Following 01/01/17: EEs hired ON or BEFORE 06/07/11: contribute 3% of top step base salary of a firefighter/police officer. EEs hired AFTER 06/07/11: contribute 2% of top step base salary of a firefighter/police officer. (This amount will remain stagnant for duration of MOU.) 1st Pay Period Following 01/01/18: EEs hired ON or BEFORE 06/07/11: contribute 4% of top base salary of a firefighter/police officer. EEs hired AFTER 06/07/11: contribute 2% of top step base salary of a firefighter/police officer. (This amount will remain stagnant for duration of MOU.)			

MANAGEMENT INCENTIVE

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	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)	N/A	4.55% of base annual salary (Earned and paid in 26 installments per year)	N/A
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)											
SICK LEAVE											
	96 Hours Annually (0.0462 Hours Accrued Per Hour Worked)	<u>36 & 37.5 Hr/Wk EE:</u> 90 Hours Annually (36 Hr/Wk EE= .0481/hr and 37.5 Hr/Wk EE=.0462/hr)	<u>36 & 37.5 Hr/Wk EE:</u> 90 Hours Annually (36 Hr/Wk EE= .0481/hr and 37.5 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)
<u>38 & 40 Hr/Wk EE:</u> 96 Hours Annually (38 Hr/Wk EE= .0486/hr and 40 Hr/Wk EE=.0462/hr)		<u>38 & 40 Hr/Wk EE:</u> 96 Hours Annually (38 Hr/Wk EE= .0486/hr and 40 Hr/Wk EE=.0462/hr)									
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											
	N/A				If 5 or fewer days of sick leave are used in the calendar year, the employee is awarded 1 day of leave the following year. Must be used in the year it was awarded but may be cashed if employee separates within year awarded.	N/A		If no sick leave is used during the 12 month calendar year, the employee is awarded:			
Suppression: 24 hours of leave Non-Suppression: 10 hours our leave								20 hours of leave			
Leave is awarded the following year. Hours not used within the year awarded are forfeited. Leave cannot be cashed out.								Leave is awarded the following year. Hours not used within the year awarded are forfeited. Leave cannot be cashed out.			
HOLIDAYS											
For Observed Holidays see group MOU.	Holiday in Lieu: 7.790% base pay	11 Observed Holidays 5.5 Floating Holidays	11 Observed Holidays 3.5 Floating Holidays (9 or 9.5 hours per holiday, commensurate with Employees Work Day schedule)	10 Observed Holidays OR Holiday in Lieu: 5.769% regular salary for: Chief System Operator, System Operator and System Operator Trainee	11 Observed Holidays 5.5 Floating Holidays (Hours commensurate with Employees Work Day schedule)	11 Observed Holidays 3.5 Floating Holidays (Hours commensurate with Employees Work Day schedule)	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 pay	Holiday in Lieu: 6.9252% base pay (1 Floating Holiday after 12 months of service)	
		Holiday Hours Awarded: <u>36 & 37.5 HR EE:</u> 7.5 hours per Holiday <u>40 & 38 HR EE:</u> 8 hours per Holiday									
		5.5 Floating Holidays (All Unit Members)		Non-Suppression: 10 Holidays 3 Floating Holidays (9.5 hours per holiday)			40 Hr/work EE 11 Holidays 2 Floating Holidays				
Wed. Before Thanksgiving	N/A	Employees scheduled to work and at work the Wednesday morning before Thanksgiving Day may leave at noon.						Determined Yearly by Council			
Christmas/New Year's Eve	N/A	Employees may leave at noon on Christmas Eve OR New Years Eve if scheduled to work and at work the morning of the day they are leaving early.									
SDI											
Employee Paid	1.1 % of earnings to max withholding of \$1,601.60 annually.				BU May Elect To Participate	1.1 % of earnings to max withholding of \$1,601.60 annually.		N/A			
JURY DUTY											
	Hours paid for time served.								Hours paid for time served and travel time to and from court	Hours paid for time served	

FUNERAL LEAVE

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	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.	4 Days to make arrangements for and attend the funeral of immediate family members as defined in §18.6 of the MOU.	4 Days to make arrangements for and attend the funeral of immediate family members as defined in §18.5 of the MOU.	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.	Suppression: 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 defined in §19.6 of the MOU.	Suppression: 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 MOU.	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.	
IMMINENT DEATH											
	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	
BIRTH OF CHILD LEAVE											
	Per Applicable State 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 State and Federal Law.	
PHYSICAL FITNESS INCENTIVE LEAVE											
	N/A									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.	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/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.	NA			
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

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	May accrue up to 80 hours of comp time.	May accrue up to 120 hours of comp time	Non-exempt employees may accrue up to 40 hours of comp time		May accrue up to 80 hours of comp time	N/A	N/A	N/A	May accrue up to 144 hours of comp time but may take no more than 72 hours of comp time off in any month	N/A	May accrue up to 80 hours of comp time.					
STAND-BY PAY																
	N/A	0.1875 hours of compensation at straight time base rate for every hour of standby duty performed	EEs assigned to Standby shall Specific Public Works and Rec & Parks classifications are eligible to accrue when placed on mandatory Standby. See section 12.6 of the MCEA MOU for details and listing of eligible classifications.	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/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 19.7 of the ACEA MOU	See Section 18.7 of the MCEA MOU	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	See Section 19.7 of the AFCA MOU	See Section 18.6 of the IAFF MOU	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 Hr EE: 7.5 hrs. Per Day EE: 8 Hrs. Per Day	37.5 40 Hr	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 Equivalent to 8 hrs.	
0	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 accrue up to 20 days of vacation annually.		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	
4	120 Hours	112.5 Hrs.	120 Hrs.	112.5 Hrs.	120 Hrs.	112.5 Hrs.	120 Hours		112.5 Hrs.	216 Hrs.	120 Hrs.	6 Shifts	10 Days	13 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	18 Days	18 Days	
6	128 Hours	120 Hrs.	128 Hrs.	120 Hrs.	128 Hrs.	120 Hrs.	128 Hours		120 Hrs.	216 Hrs.	128 Hrs.	9 Shifts	16 Days	19 Days	19 Days	
7	136 Hours	123.75 Hrs.	132 Hrs.	123.75 Hrs.	132 Hrs.	123.75 Hrs.	132 Hours		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	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	26 Days	26 Days		
16	160 Hours	157.5 Hrs.	168 Hrs.	157.5 Hrs.	168 Hrs.	157.5 Hrs.	168 Hours	157.5 Hrs.	288 Hrs.	192 Hrs.	12 Shifts	22 Days	27 Days	27 Days		
17	160 Hours	161.25 Hrs.	172 Hrs.	161.25 Hrs.	172 Hrs.	161.25 Hrs.	172 Hours	161.25 Hrs.	288 Hrs.	208 Hrs.	12 Shifts	24 Days	29 Days	29 Days		
18	160 Hours	165 Hrs.	176 Hrs.	165 Hrs.	176 Hrs.	165 Hrs.	176 Hours	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	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	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	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+	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		
Vacation Accrual Maximum	Annual Accrual + 80 Hrs.	Annual Accrual + 75 Hrs.	Annual Accrual + 80 Hrs.	Annual Accrual + 75 Hrs.		Annual Accrual + 75 Hrs.	Annual Accrual + 80 Hrs.	320 Hours		Annual Accrual + 75 Hrs.	Annual Accrual + 144 Hrs.	Annual Accrual + 80 Hrs.	Annual Accrual + 144 Hrs.	Annual Accrual + 80 Hrs.	Annual Accrual + 80 Hrs.	Annual Accrual + 80 Hrs.

VACATION SELL BACK

Detailed Breakdown of Benefits by MOU
Effective 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/A	Employees who have completed at least 15 years of service with the City may elect to sell back up to two weeks (72, 75, 76 or 80 hours depending on employee's standard work week) 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.	N/A		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 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.					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.				
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/A					
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

Detailed Breakdown of Benefits by MOU
Effective 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)
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 employee established with PERS on or before 12/31/2012 is classified as a CLASSIC member as defined by the Public Employees Pension Reform Act (PEPRA) of 2013. An employee hired on or after 01/01/2013 and not eligible for reciprocity with another California Public Retirement System is classified as a NEW members.											
Pension Formula	Miscellaneous Employees						Safety Employees				
	<u>EEs hired ON or BEFORE 12/31/2012</u> 2%@55			<u>EEs hired ON or AFTER 01/01/2013</u> 2%@62			<u>EEs hired ON or BEFORE 12/31/2012</u> 3% @ 50		<u>EEs hired ON or AFTER 01/01/2013</u> 2.7% @ 57		
City Cost	<u>EEs hired ON or BEFORE 12/31/2012</u> 8.412% (FY 22-23) \$7,927,316 Unfunded Accrued Liability (FY 22-23)			<u>EEs hired ON or AFTER 01/01/2013</u> 10.28% (FY 21-22) 10.22% (FY 22-23)			<u>EEs hired ON or BEFORE 12/31/2012</u> 14.78% (FY 22-23) \$104,195,7499 Unfunded Accrued Liability (FY 22-23)		<u>EEs hired ON or AFTER 01/01/2013</u> 20.78% (FY 21-22) 20.08% (FY 22-23)		
	<u>EEs hired ON or BEFORE 12/31/2012</u> 8.868% (FY19-20) (7% + 1.868% EE Cost Share)			<u>EEs hired ON or AFTER 01/01/2013</u> 8.25%* (FY 21-22) 8.25%* (FY 22-23) * subject to change			<u>EEs hired ON or BEFORE 12/31/2012</u> 15% (FY 18-19) (9% + 6% EE Cost Share)		<u>EEs hired ON or AFTER 01/01/2013</u> 11.5%* (FY 21-22) 11.5%* (FY 22-23) * subject to change		
Final Compensation	<u>EEs hired ON or BEFORE 12/31/2012</u> Single Highest Year			<u>EEs hired ON or AFTER 01/01/2013</u> Average of Three Highest Years			<u>EEs hired ON or BEFORE 12/31/2012</u> Single Highest Year		<u>EEs hired ON or AFTER 01/01/2013</u> Average of Three Highest Years		
Survivor Benefit	3rd Level										
COLA INCREASES											
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	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 City Contribution											
Effective 1/01/2022	For employees in the MCEA, EUPA, EXME, AMPU and AFCA bargaining units see their MOU or Compensation Plan for City Contribution and cash back for employees covered under Plan A.										
Waive Coverage	\$230 cash back per month										
1-Party (Employee Only)	\$952.11 per month			\$970.50 per month		\$952.11 per month		\$1,097.90 per month			
2-Party (Employee +1)	\$1,904.21 per month			\$1,941.00 per month		\$1,904.21 per month		\$2,019.92 per month			
3+-Party (Family)	\$2,475.48 per month			\$2,523.31 per month		\$2,475.48 per month		\$2,573.13 per month			
DENTAL COVERAGE											
Mandatory Enrollment	\$2,600 pp/yr. \$2,500 pp ortho life 80% cost coverage 50% ortho cost coverage City paid \$129.60 / month						\$2,600 pp/yr. \$2,500 pp ortho life 90% cost coverage 50% ortho cost coverage City paid \$156.30 / month				
VISION COVERAGE											
Optional Enrollment	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.	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.	City/Employee Paid - 50/50 Split				
	EE only rate-\$7.80; Two-party rate- \$15.10; Family rate- \$24.00										
LIFE and AD&D COVERAGE											
Mandatory Enrollment City Paid	\$50,000 \$8.45 / month	\$100,000 \$16.90 / month			\$50,000 \$8.45 / month	\$100,000 \$16.90 / month		\$100,000 \$16.90/month	\$50,000 \$8.45/month	\$100,000 \$16.90/month	\$50,000 \$8.45/month
	Basic Life Rate: \$0.132/\$1,000 Basic AD&D Rate: \$0.037/\$1,000 Combined Rate: \$0.169/\$1,000										
LTD COVERAGE											
Mandatory Enrollment City Paid	2/3 salary Capped at \$2,500 Salary per month \$1,667 Maximum Monthly Benefit \$0.336/\$100 of covered payroll					2/3 Salary, Cap 11,999/Month \$8,000 Max. Monthly Benefit \$0.336/\$100 of payroll	2/3 Salary, Cap 2,500/Month \$1,667 Max. Monthly Benefit \$0.336/\$100 of payroll	N/A			
EAP BENEFIT											
Mandatory Enrollment City Paid	10 visits per issue per PROVIDER: MHN. \$3.78/month										

Detailed Breakdown of Benefits by MOU
Effective 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/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 during remainder of contract.	
RETIREE - HEALTH											
	CalPERS required employer minimum contribution for City retirees enrolled in a CalPERS health plan. 2022: \$149 monthly							<u>If EE hired on or before 6/7/11, and retires with no less than 5 yrs. of service within 120 days of separation:</u> The City will reimburse the retiree up to 2-party Bay Area Kaiser or Bay Area Blue Shield rate for the employee and their spouse at the time of retirement. <u>If EE hired after 6/7/11, and retires with no less than 10 yrs. of service within 120 days of separation:</u> City will reimburse the retiree up to 1-party Bay Area Kaiser or Bay Area Blue Shield rate			
RETIREE - DENTAL											
	N/A							\$2,600 pp/yr./ \$2,500 pp ortho life 90% cost Covered/50% ortho cost covered City Paid: \$69.00/ month If EE hired on or before 6/7/11, and retires with no less than 5 yrs. of service within 120 days of separation: may enroll themselves and their spouse (at the time of retirement) at no cost to the retiree. If EE hired after 6/7/11, and retires with no less than 10 yrs. of service within 120 days of separation: may enroll themselves at no cost to the retiree.			
DEFERRED COMPENSATION											
Employee Paid	Current providers are ICMA, Nationwide and CalPERS (VOYA) 2022: Maximum Annual Pre-Tax Contribution Amount - \$20,500/year; "Age 50" Catch Up Limit \$6,500/year; "Pre-Retirement" Catch Up Limit \$20,500/year Contribution Changes may be made monthly by submitting a change form to Payroll in the Finance Department.										
	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 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 Contribution				
SUPPLEMENTAL RETIREMENT BENEFITS											
Mandatory Safety Enrollment	N/A							EEs hired after 06/07/2011 will contribute 2% of regular base monthly salary to a 401(a)(h) plan.			
OTHER POST EMPLOYMENT BENEFITS TRUST (OPEB)											
Mandatory Safety Enrollment	N/A							1st Pay Period Following 01/01/16: EEs hired ON or BEFORE 06/07/11: contribute 2% of top step base salary of firefighter/police officer. EEs hired AFTER 06/07/1: contribute 1% of top step base salary of firefighter/police officer. 1st Pay Period Following 01/01/17: EEs hired ON or BEFORE 06/07/11: contribute 3% of top step base salary of a firefighter/police officer. EEs hired AFTER 06/07/11: contribute 2% of top step base salary of a firefighter/police officer. (This amount will remain stagnant for duration of MOU.) 1st Pay Period Following 01/01/18: EEs hired ON or BEFORE 06/07/11: contribute 4% of top base salary of a firefighter/police officer. EEs hired AFTER 06/07/11: contribute 2% of top step base salary of a firefighter/police officer. (This amount will remain stagnant for duration of MOU.)			
MANAGEMENT INCENTIVE											
								Level 1 10 Days Pay (Earned and paid in 26 installments per year)			

Detailed Breakdown of Benefits by MOU
Effective 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)	N/A	10 Days (80 hrs.) Pay (Earned and paid in 26 installments per year)	N/A
								Level 3 (Deputy Assignment Only): 5% of base pay (Paid in 26 installments per year)			
SICK LEAVE											
	96 Hours Annually (8 Hours Accrued Per Month)	<u>36 & 37.5 Hr/Wk EE:</u> 90 Hours Annually (7.5 Hours Accrued Per Month)	<u>36 & 37.5 Hr/Wk EE:</u> 90 Hours Annually (7.5 Hours Accrued Per Month)	90 Hours Annually (7.5 Hours Accrued Per Month)	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 (7.5 Hours Accrued Per Month)	1 day per month	8 hours per month	96 Hours Annually (0.0462 Hours Accrued Per Hour)	
		<u>38 & 40 Hr/Wk EE:</u> 96 Hours Annually (8 Hours Accrued Per Month)	<u>38 & 40 Hr/Wk EE:</u> 96 Hours Annually (8 Hours Accrued Per Month)								
		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.				
SICK LEAVE INCENTIVE											
	N/A				If 5 or fewer days of sick leave are used in the calendar year, the employee is awarded 1 day of leave the following year. Must be used in the year it was awarded but may be cashed if employee separates within year awarded.	N/A	If no sick leave is used during the 12 month calendar year, the employee is awarded:				
							Suppression: 24 hours of leave Non-Suppression: 10 hours our leave		20 hours of leave		
							Leave is awarded the following year. Hours not used within the year awarded are forfeited. Leave cannot be cashed out.		Leave is awarded the following year. Hours not used within the year awarded are forfeited. Leave cannot be cashed out.		
HOLIDAYS											
For Observed Holidays see group MOU.	Holiday in Lieu: 7.502% base pay	10 Observed Holidays 5.5 Floating Holidays	10 Observed Holidays 3.5 Floating Holidays (9 or 9.5 hours per holiday, commensurate with Employees Work Day schedule)	10 Observed Holidays OR Holiday in Lieu: 5.769% regular salary for: Chief System Operator, System Operator and System Operator Trainee	10 Observed Holidays 5.5 Floating Holidays (Hours commensurate with Employees Work Day schedule)		Suppression: Holiday in Lieu 7.5020% base pay		Holiday in Lieu: 7.5020% base pay	Holiday in Lieu: 6.9252% base pay (1 Floating Holiday after 12 months of service)	
		Holiday Hours Awarded: <u>36 & 37.5 HR EE:</u> 7.5 hours per Holiday <u>40 & 38 HR EE:</u> 8 hours per Holiday		5.5 Floating Holidays (All Unit Members)			Non-Suppression: 10 Holidays & 3 Floating Holidays (9.5 hours per holiday)				
Wed. Before Thanksgiving	N/A	Employees scheduled to work and at work the Wednesday morning before Thanksgiving Day may leave at noon.						Determined Yearly by Council			
Christmas/New Year's Eve	N/A	Employees may leave at noon on Christmas Eve OR New Years Eve if scheduled to work and at work the morning of the day they are leaving early.									
SDI											
Employee Paid	1 % of earnings to max withholding of \$1,183.71 annually.				BU May Elect To Participate	1 % of earnings to max withholding of \$1,183.71 annually.		N/A			
JURY DUTY											
	Hours paid for time served.								Hours paid for time served and travel time to and from court	Hours paid for time served	

FUNERAL LEAVE

Detailed Breakdown of Benefits by MOU
Effective 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)
	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.	4 Days to make arrangements for and attend the funeral of immediate family members as defined in §18.6 of the MOU.	4 Days to make arrangements for and attend the funeral of immediate family members as defined in §18.5 of the MOU.	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 §10.6 of the Compensation Plan.	Suppression: 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 defined in §19.6 of the MOU.	Suppression: 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 MOU.	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.	
IMMINENT DEATH											
	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	
BIRTH OF CHILD LEAVE											
	Per Applicable State 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 State and Federal Law.	
PHYSICAL FITNESS INCENTIVE LEAVE											
	N/A										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/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.	NA			
ADMINISTRATIVE LEAVE											
	Public Safety Communications Supervisor awarded 80 hours per fiscal year. Unused leave will be cashed out at end of each fiscal year.	N/A				One week of leave per fiscal year. Unused leave will be cashed out at end of each fiscal year. No carry over allowed.	N/A	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											

Detailed Breakdown of Benefits by MOU
Effective 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)				
	May accrue up to 80 hours of comp time.	May accrue up to 120 hours of comp time	Non-exempt employees may accrue up to 40 hours of comp time		May accrue up to 80 hours of comp time	N/A	N/A	N/A	May accrue up to 144 hours of comp time but may take no more than 72 hours of comp time off in any month	N/A	May accrue up to 80 hours of comp time.				
STAND-BY PAY															
	N/A	1.5 Hours compensation at straight time rate of pay for Stand-By on a regular workday.	EEs assigned to Standby shall accrue a maximum of 40 hours of leave in one 12 month period.	Standby Pay Provision Suspended during term of 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 hour (Maximum of 12 consecutive hours)				
		3 Hours compensation at straight time rate for Stand-By on a on day off.	Specific Public Works and Rec & Parks classifications are eligible to accrue when placed on mandatory Standby. See section 12.6 of the MCEA MOU for details and listing of eligible classifications.		3 hours at the straight time rate of pay per eight (8) hour shift of Stand-By on one of the designated 10 holidays										
CATASTROPHIC LEAVE															
	See Section 19.7 of the PANS MOU	See Section 19.7 of the ACEA MOU	See Section 18.7 of the MCEA 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 Compensation Plan	See Section 19.7 of the AFCA MOU	See Section 18.6 of the IAFF MOU	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 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 = to 8 hrs.)	1 Day Equivalent to 8 hrs.	
0	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 accrue up to 20 days of vacation annually.	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	10 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	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		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		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	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	17 Days	22 Days
10	144 Hours	135 Hrs.	144 Hrs.	135 Hrs.	144 Hrs.	135 Hrs.	144 Hours	Will receive an additional day of vacation for each year of service up to a maximum of 25 days vacation for miscellaneous and 30 days of vacation for Public Safety classifications.	135 Hrs.	216 Hrs.	144 Hrs.	9 Shifts	18 Days	18 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	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		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		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		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		167.75 Hrs.	312 Hrs.	224 Hrs.	12 Shifts	26 Days	26 Days	31 Days
20	168 Hours	172.5 Hrs.	184 Hrs.	172.5 Hrs.	184 Hrs.	172.5 Hrs.	184 Hours		172.5 Hrs.	312 Hrs.	224 Hrs.	13 Shifts	28 Days	28 Days	33 Days
21	176 Hours	176.25 Hrs.	188 Hrs.	176.25 Hrs.	188 Hrs.	176.25 Hrs.	188 Hours		176.25 Hrs.	312 Hrs.	224 Hrs.	13 Shifts	28 Days	28 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	28 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	30 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	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.	Annual Accrual + 75 Hrs.		Annual Accrual + 75 Hrs.	Annual Accrual + 80 Hrs.	320 Hours	Annual Accrual + 75 Hrs.	Annual Accrual + 144 Hrs.	Annual Accrual + 80 Hrs.	Annual Accrual + 144 Hrs.	Annual Accrual + 80 Hrs.	Annual Accrual + 80 Hrs.	Annual Accrual + 80 Hrs.
VACATION SELL BACK															

Detailed Breakdown of Benefits by MOU
Effective 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	Employees who have completed at least 15 years of service with the City may elect to sell back up to two weeks (72, 75, 76 or 80 hours depending on employee's standard work week) 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.	N/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.									
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	N/A		\$65 per month for employees working in a classification that requires a valid Commercial Driver's License while they maintain such license						
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