

**City of Alameda  
Benefits/Contract Provisions by Bargaining Unit  
Effective 02/24/16**

	ACEA (Miscellaneous)	PANS (Miscellaneous)	EXME (Miscellaneous)	MCEA (Miscellaneous)	EUPA/AMPU (Miscellaneous)	IBEW (Miscellaneous)	APMA (Safety)	AFCA (Safety)	IAFF (Safety)	APOA (Safety)
<b>TERM OF CONTRACT</b>	Upon Ratification- 12/27/18		12/27/15-12/26/18			11/01/15-12/18/21				
<b>RETIREMENT - PERS</b>			(Safety Chiefs = Safety Mgrs)							
Pension Formula	A member who was established with PERS on or before 12/31/2012 are classified Classic PERS members as defined by the Public Employees Pension Reform Act of 2013. Employees hired on 01/01/2013 or later and are not eligible for reciprocity with another California Public Retirement System are classified NEW PERS members.									
	<u>EEs hired before 01/01/13</u> 2% @ 55		<u>EEs hired after 01/01/13</u> 2% @ 62			<u>EEs hired before 01/01/13</u> 3% @ 50		<u>EEs hired after 01/01/13</u> 2.7% @ 57		
City Cost	<u>EEs hired before 01/01/13</u> 17.909%(FY 15-16) 19.265% (FY16-17)		<u>EEs hired after 01/01/13</u> 19.777% (FY 15-16) 21.133% (FY 16-17)			<u>EEs hired before 01/01/13</u> 41.036% (FY 15-16) 43.751% (FY 16-17)		<u>EEs hired after 01/01/13</u> 46.036% (FY 15-16) 48.751% (FY 16-17)		
Employee Contribution	<u>EEs hired before 01/01/13</u> 8.868%(FY15-16) (FY 16-17) (7% + 1.868% EE Cost Share)		<u>EEs hired after 01/01/13</u> 6.75%* (FY 15-16)(FY 16-17) *subject to change			<u>EEs hired before 01/01/13</u> 15% (FY16-17) (9% + 6% EE Cost Share)		<u>EEs hired after 01/01/13</u> 12% *(FY 15-16) 10.75% (FY 16-17) *subject to change		
Final Compensation	<u>EEs hired before 01/01/13</u> Single Highest Year					<u>EEs hired after 01/01/13</u> Average of three highest years				
Survivor Benefit	3rd Level									
<b>COLA INCREASES</b>										
<b>EFFECTIVE 2016</b>	Effective 01/24/16, 3% increase plus at one-time non-persable stipend of 0.38% of the 2015 annual salary				Effective 01/24/16, 3% increase plus an additional .38% ongoing salary increase. Effective the first full pay period in March 2016, EUPA only will receive the remainder market study adjustment increase as described in Appendix B.	Effective 06/26/16, 3% increase.  Specific classification will receive and equity effective 06/26/16. (See MOU for details.)	Effective 01/10/16, 4.36% salary increase			
<b>EFFECTIVE 2017</b>	Effective first full pay period in January, the wage increase will be based on the growth of City revenues (Property Tax, Bradley Burns Sales Tax, Utility Users Tax and Transient Occupancy Tax) with a minimum of 3% and a maximum 4% of which only 3% shall be an ongoing salary increase. Any amount over 3% shall be in the form of a one-time non-PERSable stipend.				Effective first full pay period following 01/01/17, EEs will receive 3% salary increase.	Effective the first full pay period following 01/01/17, 3% salary increase.	Effective first full pay period after 01/01/17, the wage increase will be based on growth of City revenues, for a minimum of 2% and a maximum of 5%.			
<b>EFFECTIVE 2018</b>	Effective first full pay period in January, the wage increase will be based on the growth of City revenues (Property Tax, Bradley Burns Sales Tax, Utility Users Tax and Transient Occupancy Tax) with a minimum of 3% and a maximum 4% of which only 3% shall be an ongoing salary increase. Any amount over 3% shall be in the form of a one-time non-PERSable stipend.				Effective first full pay period following 01/01/18, EEs will receive 3% salary increase.	Effective the first full pay period following 01/01/18, 3% salary increase.	Effective first full pay period after 01/01/18, the wage increase will be based on growth of City revenues, for a minimum of 2% and a maximum of 5%.			
<b>EFFECTIVE 2019</b>	To be determined in the next round of negotiations									
<b>EFFECTIVE 2020</b>	To be determined in the next round of negotiations									
<b>EFFECTIVE 2021</b>	To be determined in the next round of negotiations					Effective first full pay period after 01/01/21, the wage increase will be based on growth of City revenues, for a minimum of 2% and a maximum of 5%.		In June 2020, the City will conduct a total compensation survey. Depending on the results of the survey, an equity adjustment may be applied effective the first full pay period after 01/01/21, not be less than 2% nor greater than 5%. (Details are available in the MOU)		

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<b>HEALTH COVERAGE</b>										
			<b>Plan A (EEs hired on or before 01/02/07)</b>		<b>Plan B</b>			<b>Plan A (EEs hired or promoted on or before 02/16/10)</b>	<b>Plan B</b>	
Waiving Medical	\$230.00	\$230.00	\$869.43		\$230.00	\$230.00	\$230.00	\$1,262.52	\$230.00	\$230.00
1-Party No cash back	\$895.02	\$867.37 No Cash Back	\$1,765.35 max cash back of \$530.74		\$867.37 No Cash Back	\$947.26 No Cash Back	\$922.02 No Cash Back	\$1,822.23 max cash back of \$834.96	\$922.02 No Cash Back	\$922.02 No Cash Back
2 Party No cash back	\$1,790.03	\$1,734.74 No Cash Back	\$1,765.35 max cash back of \$176.05		\$1,734.74 No Cash Back	\$1,894.53 No Cash Back	\$1,844.04 No Cash Back	\$1,822.23 max cash back of \$302.40	\$1,844.04 No Cash Back	\$1,844.04 No Cash Back
3+ Party No cash back	\$2,327.04	\$2,255.15 No Cash Back	\$1,765.35 No cash back		\$2,255.15 No Cash Back	\$2,462.89 No Cash Back	\$2,397.25 No Cash Back	\$1,822.23 No cash back	\$2,397.25 No Cash Back	\$2,397.25 No Cash Back
<b>Health: formula calculation</b>	First full pay period in <b>January 2017</b> , City Contribution will be the following: 0-party- \$230/ cash back EE only= \$928.87 EE + 1= \$1857.74 Family= \$2,415.06  First full pay period in <b>January 2018</b> , the City's contribution shall increase by 50% of the increase to the Kaiser premium based upon each coverage level.		Effective January 2017 & 2018, the City's contribution shall increase by 50% of the increase to the Kaiser premiums based upon each coverage level.	First full pay period in January 2017, City Contribution will be the following: 0-party- \$230/ cash back EE only= \$928.87 EE + 1= \$1857.74 Family= \$2,415.06  First full pay period in January 2018, the City's contribution shall increase by 50% of the increase to the Kaiser premium based upon each coverage level.	Effective 01/01/17 & 01/01/18, the City's contribution shall increase by 50% of the increase to the Kaiser premiums based upon the coverage level elected by the employee.	<b>Effective 01/01/17 and every January 1st thereafter</b> 50% of increase in PERS Kaiser premium	<b>Plan A</b> (EEs hired prior to 11/14/06) 85% of annual increase in PERS Bay Area Kaiser premium.	<b>Effective 01/01/17 and every January 1st thereafter</b> 50% of increase in PERS Kaiser premium	<b>Effective 01/01/17 and every January 1st thereafter</b> 50% of increase in PERS Kaiser premium	
<b>DENTAL COVERAGE</b>										
<b>Enrollment is mandatory</b>			\$2,600 pp/yr.			Effective 01/01/06 \$2,600 pp/yr.			\$2,600 pp/yr.	
			\$2,500 pp ortho life			\$2,500 pp ortho life			\$2,500 pp ortho life	
			80% coverage City paid \$123.80 / month			80% coverage \$123.80 / month			90% coverage City paid \$149.20 / month	
<b>VISION COVERAGE</b>										
<b>Optional Enrollment</b>			Employee Paid							<b>Effective 1/1/2016, the City split the cost of the vision premium 50-50 with members of the safety bargaining units.</b>
<b>LIFE &amp; AD&amp;D COVERAGE</b>										
<b>Enrollment is mandatory</b>	\$50,000 City paid \$7.60 / month (\$152 / \$1,000)	\$100,000 City paid \$15.20 / month (\$152 / \$1,000)	\$50,000 City paid \$7.60 / month (\$152 / \$1,000)	\$100,000 City paid \$15.20 / month (\$152 / \$1,000)	\$50,000 City paid \$7.60 / month (\$152 / \$1,000)	\$100,000 City paid \$15.20 / month (\$152 / \$1,000)	\$100,000 City paid \$15.20 / month (\$152 / \$1,000)	\$100,000 City paid \$15.20 / month (\$152 / \$1,000)	\$50,000 City paid \$7.60 / month (\$152 / \$1,000)	\$50,000 City paid \$7.60 / month (\$152 / \$1,000)
<b>LTD COVERAGE</b>										
<b>Enrollment is mandatory</b>	2/3 salary to \$1,667 / month  .380% salary w/ \$9.50 max (\$2,500 salary cap)	2/3 salary to \$8,000 / month  .380% salary w/ \$45.60 max (\$2,500 salary cap)	2/3 salary to \$1,667 / month  .380% salary w/ \$9.50 max (\$2,500 salary cap)	2/3 salary to \$1,667 / month  .380% salary w/ \$9.50 max (\$2,500 salary cap)	2/3 salary to \$1,667 / month  .380% salary w/ \$9.50 max (\$2,500 salary cap)	2/3 salary to \$1,667 / month  .380% salary w/ \$9.50 max (\$2,500 salary cap)	2/3 salary to \$1,667 / month  .380% salary w/ \$9.50 max (\$2,500 salary cap)	2/3 salary to \$1,667 / month  .380% salary w/ \$9.50 max (\$2,500 salary cap)	2/3 salary to \$1,667 / month  .380% salary w/ \$9.50 max (\$2,500 salary cap)	None
<b>EAP BENEFIT</b>										
<b>Enrollment is mandatory</b>						10 visits per issue per year City paid \$3.19 / month				

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<b>Uniform Allowance</b>											
Paid bi-weekly	N/A	Effective 01/24/16- \$875/yr 1st full pay period following: 01/01/17= \$925/year 01/01/18= \$950/year	Chief of Police = APMA Fire Chief = AFCA		N/A		1st pay period following: 07/01/15 = \$2,000/yr	1st full pay period following: 01/01/16= \$1,110/year 01/01/17= \$1,150/year 01/01/18= \$1,190/year 01/01/19= \$1,230/year 01/01/20= \$1,270/year 01/01/21= \$1,310/year		1st pay period following: 07/01/15 = \$2,000/yr	
<b>RETIREE - HEALTH</b>											
			PERS required employer minimum contribution \$125.00 / month					<b>If EE hired before 6/7/11, and retires with no less than 5 yrs of service within 120 days of separation:</b> The City will reimburse the retiree up to 2-party Kaiser or Blue Shield rate		<b>If EE hired after 6/7/11, and retires with no less than 10 yrs of service within 120 days of separation:</b> City will reimburse the retiree up to 1-party Kaiser or Blue Shield rate	
<b>RETIREE - DENTAL</b>											
			N/A					<b>If EE hired before 6/7/11</b> City paid up to 2-party rate <b>If EE hired after 6/7/11</b> City paid up to 1-party rate			
<b>DEFERRED COMPENSATION</b>											
						Employee paid					
<b>SUPPLEMENTAL RETIREMENT BENEFITS</b>											
Enrollment is mandatory			N/A					Effective 01/01/16, EEs hired after after 06/07/11 will contribute 2% of regular base monthly salary to a 401(h) plan.			
<b>OTHER POST EMPLOYMENT BENEFITS (OPEB)</b>											
Enrollment is mandatory			N/A					1st pay period following: 01/01/16, EEs hired on or before 06/07/11, will contribute 2% of top step base salary of firefighter/police officer. EEs hired after 06/07/11 will contribute 1% of top step base salary of firefighter/police officer. 01/01/17, EEs hired on or before 06/07/11, will contribute 3% of top step base salary of a firefighter/police officer. EEs hired after 06/07/11 will contribute 2% of top step base salary of a firefighter/police officer. This amount will remain stagnant for duration of MOU. 01/01/18, EEs hired on or before 06/07/11, will contribute 4% of top base salary of a firefighter/police officer.			
<b>MANAGEMENT INCENTIVE PAY</b>											
			N/A				10 days pay No option for time off				
<b>SICK LEAVE</b>											
	Pre 8/1980: 20 days/yr + 1 day/mo	Pre 7/1981: 20 days/yr + 1 day/mo		Pre 1/1987: 20 days/yr +1 day/mo		Pre 2/1985: 20 days/yr + 1 day/mo		Pre 7/1981: 20 days/yr +1 day/mo			
	Post 8/1980: 1 day / mo	Post 7/1987: 1 day/mo		Post 1/1987: 1 day / month		Post 7/1981:1 day / month		Post 7/1981:1 day / month			
<b>SICK LEAVE INCENTIVE</b>											
Effective 2014			N/A			5 days or less of sick leave usage, rewards one full day of leave to use the following year. Eligible for cash out at separation.	<b>If no sick leave is used in a calendar year, the employee is eligible for the following:</b>	20 hours of "leave time" the following year. Any hours not used will be lost and cannot be cashed out.	24 hours of "leave" for suppression employees 10 hours of "leave" for non-suppression. This leave cannot be cashed out.	24 hours of "leave" for suppression employees 10 hours of "leave" for non-suppression. This leave cannot be cashed out.	20 hours of "leave time" the following year. Any hours not used will be lost and cannot be cashed out.

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<b>HOLIDAYS</b>											
Observed	10 days	One (1) after 1 year of service	10 days				12 days	Non-Suppression 11 days		Non-Suppression 11 days	
Floating	3.5 days EEs hired after Jan. 1st, shall receive prorated floating holidays.		3.5 days EEs hired after January 1st, shall receive prorated floating holidays.					2 days after 1 yr of service		2 days after 1 yr of service	
								Suppression		Suppression	
Holiday in Lieu Pay	N/A	7.5020%	N/A					4.9999 %		4.9999 %	
<b>SDI</b>											
Employee paid	.9% to max of \$960.68	Effective 01/24/16- .9% to max of	N/A	.9% to max of \$960.68				N/A	N/A		N/A
<b>JURY DUTY</b>											
	Hours paid for time served.								Hours paid for time served and travel time to and from court	Hours paid for time served	
<b>FUNERAL LEAVE</b>											
	4 days for death of immediate family member(s) (See MOU for details on eligible family members)	3 or 5 days depending on immediate family member(s) (See MOU for details on eligible family members)	4 days for death of immediate family member(s) (See MOU for details on eligible family members)				Employees with one (1) or more years of uninterrupted service with the City are eligible for 3 or 5 days depending on immediate family member(s). (See MOU for details on eligible family members)	Employees with one (1) or more years of uninterrupted service with the City are eligible for 3 or 5 days depending on immediate family member(s). (See MOU for details on eligible family members)	Employees with one (1) or more years of uninterrupted service with the City, are granted 48 hours of leave for Suppression Staff, and 24 hours of leave for non-suppression staff. (See MOU for details on eligible family members)	3 or 5 days depending on immediate family member(s) (See MOU for details on eligible family members)	
<b>IMMINENT DEATH</b>											
Used in the event critical illness, death appears imminent	N/A								48 hours use of sick leave for suppression staff. 24 hours use of sick leave for non-suppression staff.	N/A	
<b>BIRTH OF CHILD LEAVE</b>											
	N/A								Up to 24 hours of paid leave	N/A	
<b>PHYSICAL FITNESS/INCENTIVE LEAVE</b>											
Voluntary Program	N/A										10 hrs/calendar year if EE passes test; no cash out
<b>PROFESSIONAL LEAVE</b>											
Only available to EUPA	N/A				Ees 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					
<b>ADMINISTRATIVE LEAVE</b>											
	N/A		One week of leave per fiscal year. Unused leave will be cashed out at end of each FY. No carry over allowed.	N/A				123.5 hrs/calendar year No carry over; No cash out			

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<b>COMPENSATORY TIME OFF</b>																
	Any authorized time worked other than the EE's workweek shall be compensated in cash or compensatory time off. EEs will not be allowed to have more than one hundred and twenty (120) hours in their compensatory time bank at any one time.	The present compensatory time policy as described in General Order 80-65 will be continued for the duration of this MOU. The maximum compensatory time accrual is eighty (80) hours.		Any authorized time worked other than the FLSA non-exempt EE's workweek shall be compensated in cash or compensatory time off. Compensatory time may be accumulated up to forty (40) hour.		An EE who works overtime may elect to be compensated in cash or compensatory time off. EEs will not be allowed to have more than sixty-four (64) hours in their compensatory time bank at any one time.										
<b>STAND-BY PAY</b>																
Only available to EUPA/MCEA /IBEW		N/A		EEs in a Public Works Supervisory position may be required to be placed on a mandatory standby schedule. EEs assigned to Standby shall accrue a maximum of forty (40) hour of administrative leave in one twelve (12) month period. (See MOU for details)	EEs in specific management classifications may be required to be placed on a mandatory Standby schedule. EE assigned to Standby shall accrue a maximum of sixty-six (66) hours of administrative leave in one 12-month period. (See MOU for details)	EEs shall receive three (3) hours at the straight time rate of pay per eight (8) hour shift.			N/A							
<b>CATASTROPHIC LEAVE</b>																
	Employee leave donation program.			As governed by Admin.		Employee leave donation program.										
<b>VACATION LEAVE</b>																
Accrual	Pre1988	Post1988		3 weeks to start	4 weeks to start	Pre1988	Post1988				56 hr wk	40 hr week	56 hr wk	40 hr week		
1 yr:	10 days	10 days	10 days	16 days	21 days	10 days	10 days	10 days	10 days	10 days	6 shifts (144 hours)	10 days	6 shifts (144 hours)	10 days	10 days	
2 yrs:	10 days	10 days	10 days	17 days	22 days	10 days	10 days	10 days	10 days	10 days		10 days		10 days	10 days	11 days
3 yrs:	10 days	10 days	10 days	18 days	23 days	10 days	10 days	10 days	10 days	10 days		10 days		10 days	10 days	12 days
4 yrs:	10 days	10 days	10 days	19 days	24 days	10 days	10 days	10 days	10 days	10 days	9 shifts (216 hrs)	10 days	9 shifts (216 hrs)	10 days	13 days	
5 yrs:	15.5 days	15 days	15 days	20 days	25 days	15.5 days	15 days	15 days	15 days	15 days		15 days		15 days	15 days	18 days
6 yrs:	16 days	15.5 days	16 days	21 days	25 days	16 days	15.5 days	16 days	16 days	16 days		16 days		16 days	16 days	19 days
7 yrs:	16.5 days	16 days	16 days	22 days	25 days	16.5 days	16 days	16 days	16 days	16 days	12 shifts (288 hrs)	16 days	12 shifts (288 hrs)	16 days	20 days	
8 yrs:	17 days	16.5 days	17 days	23 days	25 days	17 days	16.5 days	17 days	17 days	17 days		17 days		17 days	17 days	21 days
9 yrs:	17.5 days	17 days	17 days	24 days	25 days	17.5 days	17 days	17 days	17 days	17 days		17 days		17 days	17 days	22 days
10 yrs:	18 days	17.5 days	18 days	25 days	25 days	18 days	17.5 days	18 days	18 days	18 days	13 shifts (312 hrs)	18 days	13 shifts (312 hrs)	18 days	23 days	
11 yrs:	18.5 days	18 days	18 days	25 days	25 days	18.5 days	18 days	18 days	18 days	18 days		18 days		18 days	18 days	23 days
12 yrs:	19 days	18.5 days	19 days	25 days	25 days	19 days	18.5 days	19 days	19 days	19 days		19 days		19 days	19 days	24 days
13 yrs:	19.5 days	19 days	19 days	25 days	25 days	19.5 days	19 days	19 days	19 days	19 days	13 shifts (312 hrs)	19 days	13 shifts (312 hrs)	19 days	24 days	
14 yrs:	20 days	19.5 days	20 days	25 days	25 days	20 days	19.5 days	20 days	20 days	20 days		20 days		20 days	20 days	25 days
15 yrs:	20 days	20 days	20 days	25 days	25 days	20 days	20 days	20 days	20 days	20 days		20 days		20 days	20 days	25 days
16 yrs:	20 days	20.5 days	20 days	25 days	25 days	20 days	20.5 days	20 days	20 days	20 days	13 shifts (312 hrs)	21 days	13 shifts (312 hrs)	21 days	26 days	
17 yrs:	20 days	21 days	20 days	25 days	25 days	20 days	21 days	20 days	20 days	20 days		21 days		21 days	21 days	27 days
18 yrs:	20 days	21.5 days	20 days	25 days	25 days	20 days	21.5 days	20 days	20 days	20 days		20 days		20 days	20 days	27 days
19 yrs:	20 days	22 days	20 days	25 days	25 days	20 days	22 days	20 days	20 days	20 days	13 shifts (312 hrs)	22 days	13 shifts (312 hrs)	22 days	29 days	
20 yrs:	21 days	22.5 days	20 days	25 days	25 days	21 days	22.5 days	20 days	20 days	20 days		22 days		22 days	22 days	31 days
21 yrs:	22 days	23 days	21 days	25 days	25 days	22 days	23 days	21 days	21 days	21 days		21 days		21 days	21 days	31 days
22 yrs:	23 days	23.5 days	22 days	25 days	25 days	23 days	23.5 days	22 days	22 days	22 days	28 days	28 days	28 days	28 days	33 days	
23 yrs:	24 days	24 days	23 days	25 days	25 days	24 days	24 days	23 days	23 days	23 days	30 days	30 days	30 days	30 days	35 days	

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24 yrs:	25 days	24.5 days	24 days	25 days	25 days	25 days	24.5 days	24 days	30 days	14 shifts (336 hrs)	30 days	14 shifts (336 hrs)	30 days	35 days
25+ yrs:	25 days	25 days	25 days	25 days	25 days	25 days	25 days	25 days	30 days		30 days	30 days	30 days	35 days
Vacation Maximum	Annual accrual + 2 weeks			Annual accrual + 4 weeks		Annual accrual + 2 weeks			Annual accrual + 6 shifts	Annual accrual + 2 weeks	Annual accrual + 6 shifts	Annual accrual + 2 weeks	Annual accrual + 2 weeks	
<b>AUTO ALLOWANCE</b>														
	N/A			\$250/month City vehicle is provided to Chief of Police, Fire Chief, and PW Director.		N/A			City vehicle provided	City vehicle provided	City vehicle provided to Non-Suppression Captains		N/A	
<b>BILINGUAL PAY</b>														
EEs are eligible for either:														
Continous	\$60.00 per month		\$100.00 per month	N/A		\$60.00 per month			\$56.00 per month	\$42.00 per month		\$56.00 per month		
Situational	\$14/pay period, no more than twice per month.													
<b>PROBATIONARY PERIOD</b>														
	12 months		6-months for the following: Sr. Dispatcher, Crime Scene Specialist 12-months for all others	At Will Employee		6-months, if internal promotion 12-months, non-promotional			<b>Promotions are internal only</b>		6-months	12 months	6-months for the following: Apparatus Oprtr. Fire Captain 18 months for:	24-months for Police Officers 6-months for Sergeants
<b>ACEA- Alameda City Employees Association</b>														
<b>PANS- Police Officers Association Non-Sworn</b>														
<b>EXME- Executive Management Employees</b>														
<b>MCEA- Management and Confidential Employees Association</b>														
<b>EUPA- Electric Utility Professionals of Alameda</b>														