City of Alameda
Benefits/Contract Provisions by Bargaining Unit
Effective 01/01/15

	ACEA (Miscellaneous)	IBEW (Miscellaneous)	EXME (Miscellaneous)	MCEA/AMPU/EUPA (Miscellaneous)	PANS (Miscellaneous)	APMA (Safety)	AFCA (Safety)	IAFF (Safety)	APOA (Safety)
TERM OF CONTRACT									
	1/1/2012 - 12/26/2015	1/1/2012 - 12/26/2015	6/17/2012 - 12/26/2015	1/1/2012 - 12/26/2015	1/1/2012 - 12/26/2015	06/30/13-06/24/17 11/01/15-12/18/21	06/30/13-06/24/17 11/01/15-12/18/21	06/30/13-06/24/17 11/01/15-12/18/21	06/30/13-06/24/17 11/01/15-12/18/21
RETIREMENT - PERS	(Safety Chiefs = Safety Mgrs)								
Pension Formula	**EEs hired before 01/01/13** 2% @ 55			**EEs hired after 01/01/13** 2% @ 62		**EEs hired before 01/01/13** 3% @ 50		**EEs hired after 01/01/13** 2.7% @ 57	
City Cost	**EEs hired before 01/01/13** 15.333% (FY14-15) 17.909% (FY15-16)			**EEs hired after 01/01/13** 17.201% (FY14-15) 19.777% (FY15-16)		**EEs hired before 01/01/13** 40.115% (FY14-15) 41.036% (FY15-16)		**EEs hired after 01/01/13** 44.115% (FY14-15) 46.036% (FY15-16)	
Employee Contribution	**EEs hired before 01/01/13** 8.868%(FY 14-15)(FY 15-16) (7% + 1.868% Cost Share)			**EEs hired after 01/01/13** 6.75%* (FY 14-15)(FY 15-16) *subject to change		**EEs hired before 01/01/13** 13% (FY14-15) (9% + 4% Cost Share) 14% (FY15-16) (9% + 5% Cost Share) 15% (FY16-17) (9% + 6% Cost Share) EE Contribution will remain in effect for duration of contract		**EEs hired after 01/01/13** 12% *(FY14-15) 12% *(FY15-16) *subject to change	
Final Compensation	**EEs hired before 01/01/13** Single Highest Year					**EEs hired after 01/01/13** Average of three highest years			
Survivor Benefit	3rd Level								
COLA INCREASES			Safety Chiefs maintain 5% total compensation differential to APOA/IAFF						
EFFECTIVE 2014	**1.8% effective 01/12/14**	**2% effective 12/28/14**	**1.8% effective 01/12/14**						
EFFECTIVE 2015	**4.1% effective 1/11/15 for all except IBEW.**								
EFFECTIVE 2016	**To be determined in next round of negotiations**					First full pay period after 01/10/16, between 2%-5%. Increase based on growth of City revenues.			
EFFECTIVE 2017						First full pay period after 01/10/17, between 2%-5%. Increase based on growth of City revenues.			
EFFECTIVE 2018						First full pay period after 01/10/18, between 2%-5%. Increase based on growth of City revenues.			
EFFECTIVE 2019						No Salary Increase Effective 01/01/2019			
EFFECTIVE 2020						First full pay period after 01/01/20, between 3%-5%. Increase based on growth of City revenues.			
EFFECTIVE 2021						Between 2%-5%. Increase based on growth of City revenues		Determined by comp survey	
HEALTH COVERAGE									
			Plan A (EEs hired prior to 11/14/06)	**Plan B**	**Plan A (EEs hired on or before 01/02/07)**	**Plan B**		**Plan A (EEs hired or promoted on or before 02/16/10)**	**Plan B**
0-Party	$230.00	$230.00	$869.43	$230.00	$869.43	$230.00	$230.00	$230.00	$1,262.52	$230.00	$230.00	$230.00
1-Party No cash back	$851.36	$881.78	$1,723.72 max cash back of $530.74	$715.47 No Cash Back	$1,723.72 max cash back of $530.74	$715.47 No Cash Back	$715.47 No Cash Back	$898.01 No Cash Back	$1,751.47 max cash back of $834.96	$898.01 No Cash Back	$898.01 No Cash Back	$898.01 No Cash Back
2 Party No cash back	$1,702.72	$1,763.56	$1,723.72 max cash back of $176.05	$1,430.94 No Cash Back	$1,723.72 max cash back of $176.05	$1,430.94 No Cash Back	$1,430.94 No Cash Back	$1,796.01	$1,751.47 max cash back of $302.40	$1,796.01 No Cash Back	$1,796.01 No Cash Back	$1,796.01 No Cash Back
3+ Party No cash back	$2,213.53	$2,292.63	$1,723.72 No cash back	$1,860.22 No Cash Back	$1,723.72 No cash back	$1,860.22 No Cash Back	$1,860.22 No Cash Back	$2,334.81 No Cash Back	$1,751.47 No cash back	$2,334.81 No Cash Back	$2,334.81 No Cash Back	$2,334.81 No Cash Back

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Health: formula calculation	**Effective 1/1/14:** 75% of annual increase in PERS Kaiser or Blue Shield premium at each level of coverage. **Effective 1/1/15** 50% of annual increase in PERS Kaiser or Blue Shield premium. Following expiration of this MOU, the amount of money will not change unless agred upon in a sucessor MOU.	**Effective 1/1/14 and thereafter:** 75% of annual increase in PERS Kaiser or Blue Shield premium	**Effective 1/1/14:** 75% of annual increase in PERS Kaiser premium, based on coverage level of EE + 2 party rate. **Effective 1/1/15:** 50% of annual increase in Kaiser premium		**Effective 1/1/14:** 75% of annual increase in PERS Kaiser premium **Effective 1/1/15:** 50% of annual increase in PERS Kaiser premium Following expiration of this MOU, the amount of money will not change unless agreed upon in a successor MOU.	**Effective 1/1/14:** 85% of annual increase in PERS Kaiser or Blue Shield premium **Effective 1/1/15:** 75% increase in PERS Kaiser or Blue Shield premium **Effective 1/1/16:** 75% of increase in PERS Kaiser premium **Effective 1/1/17 and thereafter:** 50% of increase in PERS Kaiser premium	**Plan A** (EEs hired prior to 11/14/06) 85% of annual increase in PERS Bay Area Kaiser premium.	**Plan B** **Effective 1/1/14:** 85% of annual increase in PERS Kaiser or Blue Shield premium **Effective 1/1/15:** 75% increase in PERS Kaiser or Bue Shield premium **Effective 1/1/16:** 75% of increase in PERS Kaiser premium **Effective 1/1/17 and thereafter:** 50% of increase in PERS Kaiser premium	**Effective 1/1/14:** 85% of annual increase in PERS Kaiser or Blue Shield premium **Effective 1/1/15:** 75% of annual increase in PERS Kaiser or Blue Shield premium **Effective 1/1/16:** 75% of annual increase in PERS Kaiser premium **Effective 1/1/17 and thereafter:** 50% of annual increase in PERS Kaiser premium	
DENTAL COVERAGE										
Enrollment is mandatory	$2,600 pp/yr.	$2,100 pp/yr.	$2,600 pp/yr.			$2,600 pp/yr.				
	$2,500 pp ortho life	$2,000 pp ortho life	$2,500 pp ortho life			$2,500 pp ortho life				
	80% coverage	80% coverage	80% coverage			90% coverage				
	50% ortho	50% ortho	50% ortho			50% ortho				
	City paid $133.00 / month	City paid $85.20 / month	City paid $133.00 / month			City paid $154.40 / month				
VISION COVERAGE										
Optional Enrollment	Employee Paid					**Effective 1/1/2016, the City will split the cost of the vision premium 50-50 with members of the safety bargaining units.**				
	EE only rate-$7.40; Two-party rate- $14.30; Family rate- $22.70									
LIFE & AD&D COVERAGE										
Enrollment is mandatory	$50,000	$50,000	$100,000	$100,000	$50,000	$100,000	$100,000		$50,000	$50,000
	City paid $7.60 / month	City paid $7.60 / month	City paid $15.20 / month	City paid $15.20 / month	City paid $7.60 / month	City paid $15.20 / month	City paid $15.20 / month		City paid $7.60 / month	City paid $7.60/ month
	($.152 / $1,000)	($.152 / $1,000)	($.152 / $1,000)	($.152/ $1,000)	($.152 / $1,000)	($.152 / $1,000)	($.152 / $1,000)		($.152 / $1,000)	($.152/ $1,000)
LTD COVERAGE										
Enrollment is mandatory	2/3 salary to $1,667 / month	2/3 salary to $1,667 / month	2/3 salary to $8,000 / month	2/3 salary to $1,667 / month	2/3 salary to $1,667 / month	N/A				
	.380% salary w/ $9.50 max ($2,500 salary cap)	.380% salary w/ $9.50 max ($2,500 salary cap)	.380% salary w/ $45.60 max ($2,500 salary cap)	.380% salary w/ $9.50 max ($2,500 salary cap)	.380% salary w/ $9.50 max ($2,500 salary cap)					

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EAP BENEFIT									
Enrollment is mandatory	10 visits per issue per year; City Paid- $3.19/month								
Uniform Allowance									
Paid bi-weekly	**N/A**	**N/A**	Chief of Police = APMA Fire Chief = AFCA	N/A	$775/yr	1st pay period following: 07/01/15 = $2,000/yr 07/01/16 = No increase	Last pay period starting in: Dec 2014 = $1,070/yr Dec 2015 = $1,110/yr Dec 2016 = $1,150/yr		1st pay period following: 07/01/15 = $2,000/yr 07/01/16 = No increase
RETIREE - HEALTH									
	PERS required employer minimum contribution $122.00 / month					**<u>If EE hired on or before 6/7/11, and retires with no less than 5 yrs of service wtihin 120 days of separation:</u>** The City will reimburse the retiree up to 2-party Kaiser or Blue Shield rate **<u>If EE hired after 6/7/11, and retirees with no less than 10 yrs of service within 120 days of separation:</u>** City will reimburse the retiree up to 1-party Kaiser or Blue Shield rate			
RETIREE - DENTAL									
	N/A	N/A	N/A	N/A	N/A	**<u>If EE hired on or before 6/7/11</u>** City paid up to 2-party rate **<u>If EE hired after 6/7/11</u>** City paid up to 1-party rate			
DEFERRED COMPENSATION									
	Employee paid							Employee paid **If EE hired after 7/7/11:** mandatory enrollment in 401(a)(h); 3% of base salary; EE contribution only	Employee paid
OPEB Trust									
Effective 01/01/2016	N/A					City will create a Trust to be used towards payment of OPEB benefits for sworn employees in Fire and Police. (See Eligibility Details in MOU) **Contribution Amounts:** **<u>EE hired on or before 06/07/11:</u>** Effectuve 01/01/16, EE will contribute 2% of top step of Firefighter or Police Office classification Effective 01/01/17, 1% increase in current employee contribution (3%) Effective 01/01/2018 and thereafter, 1% increase in current employee contribution (4%) **<u>EE hired after 06/07/11:</u>** Effective 01/01/16, EE will contribute 1% of top step of Firefighter or Police Officer classification Effective 01/01/17 and thereafter, will contribute 2% of top step of Firefighter or Police Officer classification			
MANAGEMENT INCENTIVE PAY									
	N/A	N/A	N/A	N/A	N/A	10 days pay No option for time off		N/A	N/A
SICK LEAVE									
	Pre 8/1980: 20 days/yr + 1 day/mo	Pre 2/1985: 20 days/yr + 1 day/mo	Pre 1/1987: 20 days/yr +1 day/mo	Pre 1/1987: 20 days/yr +1 day/mo	Pre 7/1981: 20 days/yr + 1 day/mo	Pre 7/1981: 20 days/yr +1 day/mo	Pre 7/1981: 20 days/yr +1 day/mo	Pre 7/1981: 20 days/yr +1 day/mo	Pre 7/1981: 20 days/yr +1 day/mo
	Post 8/1980: 1 day / month, based on work schedule	Post 2/1985 1 day / month	Post 1/1987: 1 work day / month	Post 1/1987: 1 day /month, based on work schedule	Post 7/1981: 8 hours/month	Post 7/1981: 8 hours/month	Post 7/1981: 1 working day /month	Post 7/1981: 1 work day/month	Post 7/1981: 8 hours/month

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SICK LEAVE INCENTIVE									
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.	N/A			**If no sick leave is used in a calendar year, the employee is eligible for the following:**			
						20 hours of "leave time" the following year. This leave cannot be cashed out or carried over.	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. This leave cannot be cashed out or carried over.
HOLIDAYS									
Observed	10 days	10 days	10 days	10 days	N/A	N/A	**Non-Suppression** 11 days	**Non-Suppression** 11 days	
Floating	3.5 days	3.5 days	3.5 days	3.5 days			2 days after 1 yr of service	2 days after 1 yr of service	1 day after 1 yr of service; Unused floater will be cashed out.
Holiday in Lieu Pay					7.502%	7.502%	4.9999 %	4.9999 %	6.925%
SDI									
Employee paid	1% to max of $1,008.80	N/A	N/A	1% to max of $1,008.80	N/A	N/A	N/A	N/A	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									
	4 days for death of 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)	4 days for death of 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)	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 uniterrupted 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 uniterrupted 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 uniterrupted 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)
IMMINENT DEATH									
Used in the event critical illness, death appears imminent	N/A	N/A	N/A	N/A	N/A	N/A	N/A	48 hours use of sick leave for suppression staff. 24 hours use of sick leave for non-suppression staff.	N/A
BIRTH OF CHILD LEAVE									
	N/A							Up to 24 hours of paid leave	N/A
PHYSICAL FITNESS/INCENTIVE LEAVE									
Voluntary Program	N/A								10 hrs/calendar year if EE passes test; no cash out

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ADMINISTRATIVE LEAVE														
	N/A			One week of leave per calendar year. Unused leave will be cashed out at end of FY. No carry over allowed.		**N/A**			123.5 hrs/calendar year No carry over; No cash out					
CATASTROPHIC LEAVE														
	Employee leave donation		N/A	As governed by Admin. Policies &		Employee leave donation		Employee leave donation	Employee leave donation	Employee leave donation program.		Employee leave donation		Employee leave donation
VACATION LEAVE														
Accrual	Pre1988	Post1988		3 weeks to start	4 weeks to start	Pre1988	Post1988			40 hr week	56 hr wk	40 hr week	56 hr wk	
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
2 yrs:	10 days	10 days	10 days	17 days	22 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		12 days
4 yrs:	10 days	10 days	10 days	19 days	24 days	10 days	10 days	10 days	10 days	10 days		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	9 shifts (216 hrs)	15 days	9 shifts (216 hrs)	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		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		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		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		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		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		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		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		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		25 days
15 yrs:	20 days	20 days	20 days	25 days	25 days	20 days	20 days	20 days	21 days	21 days	12 shifts (288 hrs)	21 days	12 shifts (288 hrs)	26 days
16 yrs:	20 days	20.5 days	20 days	25 days	25 days	20 days	20.5 days	20 days	22 days	22 days		22 days		27 days
17 yrs:	20 days	21 days	20 days	25 days	25 days	20 days	21 days	20 days	24 days	24 days		24 days		29 days
18 yrs:	20 days	21.5 days	20 days	25 days	25 days	20 days	21.5 days	20 days	26 days	26 days		26 days		31 days
19 yrs:	20 days	22 days	20 days	25 days	25 days	20 days	22 days	20 days	26 days	26 days		26 days		31 days
20 yrs:	21 days	22.5 days	20 days	25 days	25 days	21 days	22.5 days	20 days	28 days	28 days	13 shifts (312 hrs)	28 days	13 shifts (312 hrs)	33 days
21 yrs:	22 days	23 days	21 days	25 days	25 days	22 days	23 days	21 days	28 days	28 days		28 days		33 days
22 yrs:	23 days	23.5 days	22 days	25 days	25 days	23 days	23.5 days	22 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	30 days	30 days	14 shifts (336 hrs)	30 days	14 shifts (336 hrs)	35 days
24 yrs:	25 days	24.5 days	24 days	25 days	25 days	25 days	24.5 days	24 days	30 days	30 days		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		35 days
Vacation Maximum	Annual accrual + 2 weeks		Annual accrual + 2 weeks	Annual accrual + 4 weeks		Annual accrual + 2 weeks		Annual accrual + 2 weeks	Annual accrual + 2 weeks	Annual accrual + 2 weeks	Annual accrual + 6 shifts	Annual accrual + 2 weeks	Annual accrual + 6 shifts	Annual accrual + 2 weeks
AUTO ALLOWANCE														
	N/A		N/A	$250/month City vehicle is provided to Chief of Police, Fire Chief, and PW Director.		N/A		N/A	City vehicle provided	City vehicle provided		City vehicle provided to Non-Suppression Captains		N/A
BILINGUAL PAY														
EEs are eligible for either:														
Continous	$50.00 per month		$42.00 per month	N/A		$42.00 per month		$60.00 per month	$56.00 per month	$42.00 per month		$42.00 per month		$56.00 per month
Situational	$14/pay period, no more than twice per month.													

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PROBATIONARY PERIOD									
						Promotions are internal only			
	12 months	12 months, excluding apprenticeship	At Will Employee	6-months, if internal promotion 12-months, non-promotional	6-months for the following: Sr. Dispatcher, Crime Scene Specialist 12-months for all others	6-months	12 months	6-months for the following: Apparatus Oprtr. Fire Captain 18 months for: Firefighter	24-months for Police Officers 6-months for Sergeants