

**City of Alameda
Benefits/Contract Provisions by Bargaining Unit
Effective 1/1/2013**

APMA (Safety)	
TERM OF CONTRACT	
	2/28/2010 - 6/29/2013
HEALTH COVERAGE - Maximum City contribution towards flexible benefits	
0-Party	\$230.00
1-Party	\$784.63
2 Party	\$1,569.26
3+ Party	\$2,040.04
Health: flexible benefits increase formula	Up to the Blue Shield premium at each level of coverage. No cash back.
DENTAL COVERAGE	
	\$2,600 pp/yr.
	\$2,500 pp ortho life
	80% coverage
	50% ortho
	City paid \$136.52 / month
LIFE & AD&D COVERAGE	
	\$100,000
	City paid \$16.00 / month
	(\$.16 / \$1,000)
LTD COVERAGE	
	None
EAP BENEFIT	
	10 visits per issue per year
	City paid \$3.19 / month
RETIREMENT - PERS FORMULA	
	3% @ 50
City Cost	36.683% eff. 7/1/12
Employee Contribution*	9% (+ 2% Cost Share)
Options: 1 yr. Final comp; Post Ret. Survivor; Sick Leave Credit; 3rd level 1959 survivor; PS surv allow upon remarriage; Death benefit/remarriage	
RETIREE - HEALTH	
	If hired <7/7/11: Reimburse up to 2-party Blue Shield rate If hired >7/7/12: Reimburse up to 1-party Blue Shield rate
RETIREE - DENTAL	
	If hired <7/7/11: Reimburse up to 2-party If hired >7/7/12: Reimburse up to 1-party
DEFERRED COMPENSATION	
	Employee paid
MANAGEMENT INCENTIVE PAY	
	10 days pay
SICK LEAVE	
	Pre 7/1981: 20 days/yr +1 day/mo
	Post 7/1981:1 day / month
HOLIDAYS	
Observed Floating	12 days
Holiday Pay	7.502%
SDI	
Employee paid	n/a
FUNERAL LEAVE	

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		APMA (Safety)
		3 days, 5 days for spouse/parent/child
VACATION LEAVE		
Accrual		
	1 yr:	10 days
	2 yrs:	10 days
	3 yrs:	10 days
	4 yrs:	10 days
	5 yrs:	15 days
	6 yrs:	16 days
	7 yrs:	16 days
	8 yrs:	17 days
	9 yrs:	17 days
	10 yrs:	18 days
	11 yrs:	18 days
	12 yrs:	19 days
	13 yrs:	19 days
	14 yrs:	20 days
	15 yrs:	21 days
	16 yrs:	22 days
	17 yrs:	24 days
	18 yrs:	26 days
	19 yrs:	26 days
	20 yrs:	28 days
	21 yrs:	28 days
	22 yrs:	28 days
	23 yrs:	30 days
	24 yrs:	30 days
	25+ yrs:	30 days
Vacation Maximum		Annual accrual + 2 weeks
NEGOTIATED INCREASES		
		6/24/07: 2.5%
BILINGUAL PAY		
Only certified employees are eligible		\$56.00 per month
(*) The City of Alameda does NOT pay for employee's PERS contribution. However, t		