

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

PANS (Miscellaneous)	
TERM OF CONTRACT	
	1/1/2012 - 12/26/2015
HEALTH COVERAGE - Maximum City contribution towards flexible benefits	
0-Party	\$230.00
1-Party	\$659.90
2 Party	\$1,319.80
3+ Party	\$1,715.75
Health: flexible benefits increase formula	85% of annual increase in PERS Kaiser premium
DENTAL COVERAGE	
	\$2,600 pp/yr.
	\$2,500 pp ortho life
	80% coverage
	50% ortho
	City paid \$136.52 / month
LIFE & AD&D COVERAGE	
	\$50,000
	City paid \$8.00 / month
	(\$.16 / \$1,000)
LTD COVERAGE	
	2/3 salary to \$1,667 / month
	.40% salary w/ \$10.00 max
	(\$2,500 salary cap)
EAP BENEFIT	
	10 visits per issue per year
	City paid \$3.19 / month
RETIREMENT - PERS FORMULA	
	2% @ 55
City Cost	14.561% eff. 7/1/12
Employee Contribution*	7% (+1.868% 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	
	\$115.00 / month City contribution
RETIREE - DENTAL	
	None
DEFERRED COMPENSATION	
	Employee paid
MANAGEMENT INCENTIVE PAY	
SICK LEAVE	
	Pre 7/1981: 20 days/yr + 1 day/mo
	Post 7/1981: 1 day / month
HOLIDAYS	
Observed	
Floating	1 after 1 yr
Holiday Pay	6.925%
SDI	
Employee paid	n/a
FUNERAL LEAVE	

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PANS (Miscellaneous)	
	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:	20 days
16 yrs:	20 days
17 yrs:	20 days
18 yrs:	20 days
19 yrs:	20 days
20 yrs:	20 days
21 yrs:	21 days
22 yrs:	22 days
23 yrs:	23 days
24 yrs:	24 days
25+ yrs:	25 days
Vacation Maximum	Annual accrual + 2 weeks
NEGOTIATED INCREASES	
	12/21/08: 2-4% CPI
	7/14/13: per survey results
BILINGUAL PAY	
Only certified employees are eligible	\$60.00 per month
(*) The City of Alameda does NOT pay for employee's PERS contribution. However, t	