

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

EXME (Miscellaneous)	
TERM OF CONTRACT	
	6/17/2012 - 12/26/2015
HEALTH COVERAGE - Maximum City contribution towards flexible benefits	
	Plan A (hired<11/14/06) Plan B
0-Party	\$869.43 \$230.00
1-Party	\$1,450.64 max cash back of \$530.74 \$659.90
2 Party	\$1,450.64 max cash back of \$176.05 \$1,319.80
3+ Party	\$1,450.64 No cash back \$1,715.75
Health: flexible benefits increase formula	85% of annual increase in PERS Kaiser premium, max cash back equal to 2005 amounts 85% of annual increase in PERS Kaiser 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	
	2/3 salary to \$8,000 / 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) Safety: 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	
	\$115.00 / month City contr.
RETIREE - DENTAL	
	None
DEFERRED COMPENSATION	
	Employee paid
MANAGEMENT INCENTIVE PAY	
	Rolled into salary effective 6/25/06
SICK LEAVE	
	Pre 1/1987: 20 days/yr +1 day/mo
	Post 1/1987: 1 day / month
HOLIDAYS	
Observed	10 days
Floating	3.5 days
Holiday Pay	Police: 7.502%, 12 days Fire: 4.9999%, 13 days
SDI	
Employee paid	n/a

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FUNERAL LEAVE		
	4 days	
VACATION LEAVE		
Accrual	3 weeks to start	4 weeks to start
1 yr:	16 days	21 days
2 yrs:	17 days	22 days
3 yrs:	18 days	23 days
4 yrs:	19 days	24 days
5 yrs:	20 days	25 days
6 yrs:	21 days	25 days
7 yrs:	22 days	25 days
8 yrs:	23 days	25 days
9 yrs:	24 days	25 days
10 yrs:	25 days	25 days
11 yrs:	25 days	25 days
12 yrs:	25 days	25 days
13 yrs:	25 days	25 days
14 yrs:	25 days	25 days
15 yrs:	25 days	25 days
16 yrs:	25 days	25 days
17 yrs:	25 days	25 days
18 yrs:	25 days	25 days
19 yrs:	25 days	25 days
20 yrs:	25 days	25 days
21 yrs:	25 days	25 days
22 yrs:	25 days	25 days
23 yrs:	25 days	25 days
24 yrs:	25 days	25 days
25+ yrs:	25 days	25 days
Vacation Maximum	Annual accrual + 4 weeks	
NEGOTIATED INCREASES		
	6/22/08: CPI of 2-4%	
	1/1/2014: 1.5%-4% (based on Balanced Revenue Index; see MOU for formula)	
	1/1/2015: 1.5%-4% (based on Balanced Revenue Index; see MOU for formula)	
BILINGUAL PAY		
Only certified employees are eligible		
(*) The City of Alameda does NOT pay for employee's PERS contribution. However, th		