

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

IAFF (Safety)		
<b>TERM OF CONTRACT</b>		
	2/28/2010 - 6/29/2013	
<b>HEALTH COVERAGE - Maximum City contribution towards flexible benefits</b>		
0-Party	\$230.00	
1-Party	\$784.63	
2 Party	\$1,569.26	
3+ Party	\$2,040.04	
<b>Health: flexible benefits increase formula</b>	Up to the Blue Shield premium at each level of coverage. No cash back.	
<b>DENTAL COVERAGE</b>		
	\$2,600 pp/yr.	
	\$2,500 pp ortho life	
	80% coverage	
	50% ortho	
	City paid \$136.52 / month	
<b>LIFE &amp; AD&amp;D COVERAGE</b>		
	\$50,000	
	City paid \$8.00 / month	
	(\$ .16 / \$1,000)	
<b>LTD COVERAGE</b>		
	None	
<b>EAP BENEFIT</b>		
	10 visits per issue per year	
	City paid \$3.19 / month	
<b>RETIREMENT - PERS FORMULA</b>		
	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		
<b>RETIREE - HEALTH</b>		
	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	
<b>RETIREE - DENTAL</b>		
	If hired <7/7/11: Reimburse up to 2-party If hired >7/7/12: Reimburse up to 1-party	
<b>DEFERRED COMPENSATION</b>		
	Employee paid	
<b>MANAGEMENT INCENTIVE PAY</b>		
<b>SICK LEAVE</b>		
	Pre 7/1981: 20 days/yr +1 day/mo	
	Post 7/1981:1 day / month	
<b>HOLIDAYS</b>		
	40 hr week	56 hr wk
Observed	11 paid	
Floating	2 after 1 yr	
Holiday Pay		4.9999%
<b>SDI</b>		
Employee paid	n/a	
<b>FUNERAL LEAVE</b>		

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		IAFF (Safety)	
	3 days		5
days for spouse/parent/child			
<b>VACATION LEAVE</b>			
Accrual	40 hr week	56 hr wk	
1 yr:	10 days	6 shifts (144 hours)	
2 yrs:	10 days		
3 yrs:	10 days		
4 yrs:	10 days		
5 yrs:	15 days	9 shifts (216 hrs)	
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	12 shifts (288 hrs)	
14 yrs:	20 days		
15 yrs:	21 days		
16 yrs:	22 days		
17 yrs:	24 days	13 shifts (312 hrs)	
18 yrs:	26 days		
19 yrs:	26 days		
20 yrs:	28 days		
21 yrs:	28 days	14 shifts (336 hrs)	
22 yrs:	28 days		
23 yrs:	30 days		
24 yrs:	30 days		
25+ yrs:	30 days		
Vacation Maximum	Annual accrual + 2 weeks	Annual accrual + 6 shifts	
<b>NEGOTIATED INCREASES</b>			
	6/24/07: 2.5%		
<b>BILINGUAL PAY</b>			
Only certified employees are eligible	\$42.00 per month		
(*) The City of Alameda does NOT pay for employee's PERS contribution. However, t			