


# BENEFITS SUMMARY

as of January 2019


|  | CaIPERS RETIREMENT (FY 18/19)  |  |   |
|--|--|--|---|
|  | Classic Member Tier 1: Hired Before 4/8/2012   | Classic Member Tier 2: Hired on or After 4/8/2012  | PEPRA Member Tier 3: Hired On or After 1/1/2013   |
|  | Final Compensation: Single Highest Year  | Final Compensation: Three Highest Years  | Final Compensation: Three Highest Years   |
| <b>UFO</b><br>Unrepresented Fremont Officials                                    | <b>2.5% @ 55</b><br><br>Total Rate: <b>17.818%</b><br><br>Employer Rate: <b>9.818%</b><br>Employee Rate: <b>8%</b>   | <b>2% @ 60</b><br><br>Total Rate: <b>16.818%</b><br><br>Employer Rate: <b>9.818%</b><br>Employee Rate: <b>7%</b>   | <b>2% @ 62</b><br><br>Total Rate: <b>16.068%</b><br><br>Employer Rate: <b>9.818%</b><br>Employee Rate: <b>6.25%</b>   |
| <b>UME</b><br>Unrepresented Management Employees                                 |  |  |   |
| <b>CONFIDENTIAL</b>  |  |  |   |
| <b>CFEA</b><br>City of Fremont Employee Assoc.                                   |  |  |   |
| <b>PETA</b><br>Professional Engineers & Technicians                              |  |  |   |
| <b>OE3</b><br>Operating Engineers, Local 3                                       |  |  |   |
| <b>TEAMSTERS</b>   |  |  |   |
| <b>FAME NON-SAFETY</b><br>Fremont Assoc. of Management Employees                 |  |  |   |
| <b>Police Chief &amp; Fire Chief</b>   | <b>3% @ 50</b><br><br>Total Rate: <b>26.406%</b><br><br>Employer Rate: <b>14.406%</b><br>Employee Rate: <b>12%</b><br>(9% Employee Rate + 3% Employee Pick-Up) | <b>3% @ 55</b><br><br>Total Rate: <b>26.406%</b><br><br>Employer Rate: <b>14.406%</b><br>Employee Rate: <b>12%</b><br>(9% Employee Rate + 3% Employee Pick-Up) | <b>2.7% @ 57</b><br><br>Total Rate: <b>27.906%</b><br><br>Employer Rate: <b>15.906%</b><br>Employee Rate: <b>12%</b><br>(11.25% Employee Rate + 0.75% Employee Pick-Up) |
| <b>FAME SAFETY</b><br>Fremont Assoc. of Management Employees                     |  |  |   |
| <b>BC</b><br>Battalion Chief   |  |  |   |
| <b>IAFF</b><br>Fremont Prof. Firefighters, Int'l Assoc., Local 1689              |  |  |   |
| <b>FPMA</b><br>Fremont Police Management Assoc.                                  |  |  |   |
| <b>FPA</b><br>Fremont Police Assoc.  |  |  |   |

**Note:** Survivor Benefit 4th Level for all groups except BC, FAME Safety, and IAFF Survivor Benefit at 3rd Level; **Additional Benefits Summaries:** City Manager (pages 12-13) | City Attorney (pages 14-15) | Mayor/Councilmembers (page 16)

*The information contained in this document is a summary of benefits to full-time employees. For specific information, please refer to the applicable bargaining unit contract or employee agreement, or contact the Human Resources. The information contained herein does not constitute either an expressed or implied contract.*

# BENEFITS SUMMARY


as of January 2019

| <br>CITY OF<br><b>Fremont</b> | <b>HEALTH BENEFITS ALLOWANCE (HBA)</b>  | <b>CaIPERS MEDICAL</b><br>HMO and PPO Plans  |                 |                     |                          | <b>DELTA DENTAL</b>   | <b>VISION SERVICES PLAN (VSP)</b>   |
|---|---|--|-----------------|---------------------|--------------------------|---|---|
|   |   | <b>HMO Plans</b>   | <b>Employee</b> | <b>Employee + 1</b> | <b>Employee + Family</b> |   |   |
| <b>UFO</b>  | <b>\$2,230.13/mo.</b>   | Anthem HMO Select  | \$831.44        | \$1,662.88          | \$2,161.74               | Employee <b>\$40.20/mo.</b><br>Employee + 1 <b>\$74.90/mo.</b><br>Employee + Family <b>\$128.40/mo.</b>                                   | <u><b>VSP Standard</b></u><br><br>Employee <b>\$8.16/mo.</b><br>Employee + 1 <b>\$11.62/mo.</b><br>Employee + Family <b>\$20.48/mo.</b> |
| <b>UME</b>  |   | Anthem HMO Trad.   | \$1,111.13      | \$2,222.26          | \$2,888.94               |   |   |
| <b>FAME NON-SAFETY</b>  |   | *Blue Shield Access +  | \$970.90        | \$1,941.80          | \$2,524.34               |   |   |
| <b>FAME SAFETY</b>  |   | <i>*(Amador, Napa, Nevada, San Joaquin, Santa Cruz, Sutter and Yuba Counties only)</i> |                 |                     |                          |   |   |
| <b>FPMA</b>   |   |  |                 |                     |                          |   |   |
| <b>PETA</b>   | <b>\$2,198.00/mo.</b>   | HealthNet SmartCare  | \$901.55        | \$1,803.10          | \$2,344.03               | <b>\$122.00/mo.</b><br>(composite rate)   | Employee <b>\$11.88/mo.</b><br>Employee + 1 <b>\$17.04/mo.</b><br>Employee + Family <b>\$30.20/mo.</b>                                  |
| <b>CONFIDENTIAL</b>   | <b>\$2,181.95/mo.</b>   | Kaiser Permanente  | \$768.25        | \$1,536.50          | \$1,997.45               |   |   |
| <b>CFEA</b>   |   | Western Health Adv.  | \$767.01        | \$1,534.02          | \$1,994.23               |   |   |
| <b>OE3</b>  | Employee <b>\$1,221.00/mo.</b><br>Employee + 1 <b>\$2,045.00/mo.</b><br>Employee + Family <b>\$2,557.00/mo.</b> | <b>PPO Plan</b>  | <b>Employee</b> | <b>Employee + 1</b> | <b>Employee + Family</b> | <u><b>Dental Standard</b></u><br>Employee <b>\$60.00/mo.</b><br>Employee + 1 <b>\$120.00/mo.</b><br>Employee + Family <b>\$163.00/mo.</b> | <u><b>VSP Standard</b></u><br><br>Employee <b>\$8.00/mo.</b><br>Employee + 1 <b>\$16.00/mo.</b><br>Employee + Family <b>\$22.00/mo.</b> |
|   |   | PERS Care  | \$1,131.68      | \$2,263.36          | \$2,942.37               |   |   |
| <b>*TEAMSTERS</b>   | <b>\$2,122.00/mo.</b>   | PERS Choice  | \$866.27        | \$1,732.54          | \$2,252.30               | Coverage provided through association   |   |
| <b>FPA</b>  | <b>\$2,180.00/mo.</b>   | PERS Select  | \$543.19        | \$1,086.38          | \$1,412.29               | Coverage provided through association   |   |
| <b>BC</b>   |   | PORAC  | \$774.00        | \$1,623.00          | \$2,076.00               |   |   |
| <b>IAFF</b>   |   |  |                 |                     |                          |   | <b>\$133.30/mo.</b><br>(composite rate)   |

\*TEAMSTERS Bundled Plan is provided through association and includes medical, dental and vision plans (\$2,383.00 per month)

# BENEFITS SUMMARY


as of January 2019

|  | DEFERRED COMPENSATION  |                                    | BASIC LIFE INSURANCE/ACCIDENTAL DEATH & DISMEMBERMENT (AD&D)   | SUPPLEMENTAL LIFE INSURANCE/ACCIDENTAL DEATH & DISMEMBERMENT   | LONG TERM DISABILITY (LTD)   | SHORT TERM DISABILITY (STD)   |
|--|--|------------------------------------|--|--|--|---|
|  | 457(b)   | 401(a)                             | Employer Paid  | Employee Paid (Voluntary)  | Employer Paid  | Employee Paid (Voluntary)   |
| UFO  | Employer Paid<br>Amount determined at time of hire (Annual Contribution) | Employer Paid<br>2% of base salary | Basic Life/AD&D <b>\$100,000</b> coverage<br><br>Basic Life Premium Rate <b>\$0.087/\$1000.00</b> of coverage<br><br>AD&D Premium Rate <b>\$0.026/\$1000.00</b> of coverage  | Premiums vary by volume and type of coverage<br><br><u>Supplemental Life Insurance</u><br>Coverage Options:<br><br><b>\$10,000 to \$500,000</b><br>Employee, Spouse & Family<br><br><u>Supplemental AD&amp;D Insurance</u><br>Coverage Options:<br><br><b>\$10,000 to \$150,000</b><br>Employee, Spouse & Family | Calculated at 66.67% of employee's monthly salary to a maximum benefit of <b>\$10,000/mo.</b><br><br>Premium Rate <b>\$0.551/\$100.00</b> of base salary | Calculated at 66.67% of employee's monthly salary to a maximum benefit of <b>\$2,500/wk.</b><br><br>Premium Rate <b>\$0.221/\$100.00</b> of base salary |
| UME  |  |                                    |  |  |  |   |
| FAME NON-SAFETY  | Voluntary<br><br>Employee Contribution                                   | N/A                                | Dependent <b>\$1,500.00</b> coverage<br>Premium Rate <b>\$0.362</b><br><br>Basic Life/AD&D <b>\$50,000</b> coverage<br><br>Basic Life Premium Rate <b>\$0.087/\$1000.00</b> of coverage<br><br>AD&D Premium Rate <b>\$0.026/\$1000.00</b> of coverage<br><br>Dependent <b>\$1,500.00</b> coverage<br>Premium Rate <b>\$0.362</b> |  | Contribution of <b>\$57.16/mo.</b><br>LTD maintained by the Union  | Coverage provided through association   |
| FAME SAFETY  |  |                                    |  |  |  |   |
| FPMA   |  |                                    |  |  |  |   |
| CONFIDENTIAL   |  |                                    |  |  |  |   |
| CFEA   |  |                                    |  |  |  |   |
| PETA   |  |                                    |  |  |  |   |
| OE3  |  |                                    |  |  |  |   |
| TEAMSTERS  |  |                                    |  |  |  |   |
| FPA  |  |                                    |  |  |  |   |
| BC   |  |                                    |  |  |  |   |
| IAFF   |  |                                    |  |  |  |   |

**Notes:** Employee Assistance Program (EAP) is an employer paid benefit for all full-time employees. **Voluntary employee benefits include:** Flexible Spending Account (Medical and Dependent Care) and Transportation Spending Account (Commuter Subsidies)


# BENEFITS SUMMARY

as of January 2019

|  | ANNUAL GENERAL LEAVE  | MAXIMUM LIMIT ON GENERAL LEAVE  | SICK LEAVE  | VACATION LEAVE PLAN & ACCRUAL SCHEDULE  |
|--|---|---|---|---|
| UFO  | 0-5 yrs = 128 hrs.<br>6-10 yrs = 152 hrs.<br>11-15 yrs = 164 hrs.<br>16+ yrs = 188 hrs. | 0-5 yrs = 347 hrs.<br>6-10 yrs = 386 hrs.<br>11-15 yrs = 426 hrs.<br>16+ yrs = 465 hrs. | N/A   |   |
| UME  |   |   |   |   |
| FAME NON-SAFETY  |   |   |   |   |
| FAME SAFETY  | 0-5 yrs = 108 hrs.<br>6-15 yrs = 132 hrs.<br>16+ yrs = 156 hrs.                         | 0-5 yrs = 396 hrs.<br>6-10 yrs = 432 hrs.<br>11-15 yrs = 468 hrs.<br>16+ yrs = 504 hrs. | 1040 hrs max in sabbatical/sick leave bank<br><i>(General leave hrs accrued over max leave accrual)</i> | N/A   |
| FPMA   |   |   |   |   |
| CONFIDENTIAL   | 0-5 yrs = 210 hrs.<br>6-10 yrs = 234 hrs.<br>11-15 yrs = 258 hrs.<br>16+ yrs = 282 hrs. | 1.5 times annual accrual  | 520 hrs max in sick leave bank<br><i>(General leave hrs accrued over max leave accrual)</i>             |   |
| CFEA   | 0-5 yrs = 192 hrs.<br>6-10 yrs = 216 hrs.<br>11-15 yrs = 240 hrs.<br>15+ yrs = 264 hrs. |   |   |   |
| PETA   |   |   |   |   |
| OE3  | 0-5 yrs = 192 hrs.<br>6-10 yrs = 216 hrs.<br>11-15 yrs = 240 hrs.<br>16+ yrs = 264 hrs. |   |   |   |
| TEAMSTERS  |   |   |   |   |
| FPA  | N/A   | 3 times annual accrual  | 350 hrs max in sick leave bank<br><i>(General leave hrs accrued over max leave accrual)</i>             | Accruals are based on years of service and varying work schedules.<br><br>Refer to MOU for vacation leave plan and accrual details. |
| BC   |   | 2 times annual accrual  | 56 hr schedule <b>12 hrs/mo.</b><br>40 hr schedule <b>8.57 hrs/mo.</b>                                  |   |
| IAFF   |   |   |   |   |
|  |   |   |   |   |

# BENEFITS SUMMARY


as of January 2019

| <br>CITY OF<br><b>Fremont</b> | <b>MANAGEMENT LEAVE</b><br>Non-Accrual       | <b>FLOATING HOLIDAY</b><br>Non-Accrual | <b>HOLIDAYS</b> | <b>BEREAVEMENT LEAVE</b>  | <b>PERSONAL<br/>EMERGENCY<br/>LEAVE BANK</b>  |  |             |  |
|---|--|--|-----------------|---|---|--|-------------|--|
| <b>UFO</b>  | 0-10 yrs = 112 hrs.<br>11+ yrs = 124 hrs.    | 8 hrs.                                 | 12 days paid    | 3 work days   | Eligible for Personal<br>Emergency Leave<br>Bank which is an<br>employee leave<br>donation pool.<br><br>Review MOU for<br>specific details.<br><br>Not applicable to<br>FPA |  |             |  |
| <b>UME</b>  |  |  |                 |   |   |  |             |  |
| <b>FAME NON-SAFETY</b>  |  |  |                 |   |   |  |             |  |
| <b>FAME SAFETY</b>  | 0-10 years = 88 hrs.<br>11+ years = 112 hrs  |  | 104 hrs. paid*  |   |   |  |             |  |
| <b>FPMA</b>   | 0-10 years = 80 hrs.<br>11+ years = 104 hrs. |  |                 |   |   |  |             |  |
| <b>CONFIDENTIAL</b>   | N/A  |  | 8 hrs.          |   |   | 12 days paid. Pro-rated for<br>part-time employees.<br><br><b>CFEA &amp; TEAMSTERS:</b><br>Employee can set up a holiday<br>bank or bi-weekly payments of<br>holiday hours based on<br>classification. | 3 work days |  |
| <b>CFEA</b>   |  |  |                 |   |   |  |             |  |
| <b>PETA</b>   |  |  |                 |   |   |  |             |  |
| <b>OE3</b>  |  |  |                 |   |   |  |             |  |
| <b>TEAMSTERS</b>  |  |  |                 |   |   |  |             |  |
| <b>FPA</b>  |  | 104 hrs. paid*                         |                 | 40 hr. schedule <b>5 days max.</b><br>4-10/4-11 schedule <b>4 days max.</b> |   |  |             |  |
| <b>BC</b>   |  | N/A                                    |                 | 144 hrs. paid*  | 56 hr. schedule <b>3 shifts</b><br>40 hr. schedule <b>5 work days</b>   |  |             |  |
| <b>IAFF</b>   |  |  |                 |   |   |  |             |  |

\*Refer to applicable MOU for specific details


# BENEFITS SUMMARY

as of January 2019

| <br>CITY OF<br><b>Fremont</b> | <b>LEAVE LIQUIDATION PROGRAM</b>  | <b>ACTING PAY</b>  | <b>TRAINING PAY</b>   |
|---|---|--|---|
| <b>UFO</b>  | Liquidation amount is based on yrs of service and 75% of max. accrued general leave at end of first pay period in May before start of new fiscal year.<br><br>Lump sum pay out on the first payday in the following August  | City Manager Discretion  | N/A   |
| <b>UME</b>  |   | Assignments exceeding 3 wks.   |   |
| <b>FAME NON-SAFETY</b>  |   | Based on duties and duration of assignment   |   |
| <b>FAME SAFETY</b>  |   |  |   |
| <b>FPMA</b>   | Refer to FPMA MOU   |  |   |
| <b>PETA</b>   | Liquidation amount is based on years of service and 75% of max. accrued general leave at end of first pay period in May before start of new fiscal year. (Must have at least 19 yrs of service)<br><br>Lump sum pay out on the first payday in the following August | Greater of first step of higher class or <b>5%</b> for at least 5 days<br>Greater of bottom of salary range or <b>10%</b> of base pay for acting in management classification for at least 5 days  | <b>5%</b> of base pay   |
| <b>CONFIDENTIAL</b>   | Liquidation amount is based on years of service and 75% of max. accrued general leave at end of first pay period in May before start of new FY. <b>(Must have at least 15 yrs of service)</b><br><br>Lump sum pay out on the first payday in the following August   |  | N/A   |
| <b>CFEA</b>   |   |  | <b>5%</b> of base pay   |
| <b>TEAMSTERS</b>  |   |  | N/A   |
| <b>OE3</b>  |   |  | Greater of first step of the higher class or <b>5%</b> with a 5 day minimum cumulatively over FY, retroactive to the first day of service |
| <b>FPA</b>  | Each fiscal year, leave accrued above the maximum accruable limit is liquidated up to the following hours based on years of service:<br>1-10 years <b>40 hours</b><br>11+ years <b>60 hours</b>   | Greater of Step 1 of the higher classification or <b>5%</b> of base pay  | Field Training Officer (FTO)<br><b>5%</b> of base pay   |
| <b>BC</b>   | Liquidation amount is based on years of service and 75% of max. accrued general leave at end of first pay period in May before start of new fiscal year.  | <b>5%</b> of base pay<br><i>(24 hours max. of acting pay)</i>  | N/A   |
| <b>IAFF</b>   | Amount is dependent on continuous years of service. Payment will be processed on the second pay check of the month following quarterly deadline.  | <b>5%</b> of base pay<br>Members who act as Battalion Chief for 30 or more consecutive calendar days will be paid at Step 1 Battalion Chief or <b>5%</b> , whichever is greater for the assignment | <b>\$150/month</b>  |


# BENEFITS SUMMARY

as of January 2019

| <br><b>CITY OF<br/>Fremont</b> | <b>SPECIALTY PAY</b>   |  | <b>ANNIVERSARY BONUS</b>                                 |
|--|--|--|--|
|  | Classification   | Pay  |  |
| <b>UFO</b>   | N/A  |  | N/A  |
| <b>UME</b>   |  |  |  |
| <b>FAME NON-SAFETY</b>   |  |  |  |
| <b>FAME SAFETY</b>   |  |  |  |
| <b>FPMA</b>  |  |  |  |
| <b>PETA</b>  |  |  |  |
| <b>CONFIDENTIAL</b>  |  |  |  |
| <b>CFEA</b>  | Professional Licensed Counselors and Case Managers<br>Bilingual Pay ( <i>Eligible classes outlined in MOU</i> )  | <b>\$300.00/mo.</b><br><b>\$150.00/mo</b>  | <b>\$500.00</b> bonus at the completion of 14 and 19 yrs |
| <b>OE3</b>   | Asphalt Pave/Grinder ( <i>during paving season</i> )<br>Control Systems<br>Multi-Gang Mower or Irrigation<br>HVAC or Electrical  | <b>5% of base pay</b><br><b>10% of base pay</b><br><b>5% of base pay</b><br><b>5% of base pay</b>  | <b>\$500.00</b> bonus at the completion of 19 yrs        |
| <b>TEAMSTERS</b>   | Community Services Officer (CSO): Administrative Assignment Pay<br>Crime Scene Specialist<br>CSO/Traffic Assignment<br>Bilingual Pay ( <i>Eligible classes outlined in MOU</i> )                       | <b>5% of base pay</b> for 40/hr. work week assignment & additional<br><b>3.72% of base pay</b> for the length of the 40/hr. assignment<br><b>5% of base pay</b> for term of assignment<br><b>5% of base pay</b> for term of assignment<br><b>\$150.00/mo</b>   | <b>\$500.00</b> bonus at the completion of 14 and 19 yrs |
| <b>FPA</b>   | Bilingual Pay<br>Specialist ( <i>Eligible classes outlined in MOU</i> )<br>Administrative Officer<br>School Resource Officer   | <b>\$150.00/mo</b><br><b>5% of base pay</b><br><b>10% of base pay</b><br><b>5% of base pay</b>   | N/A  |
| <b>BC</b>  | Staff Assignment<br>Emergency Medical Technician (EMT)   | <b>17.5% of base pay</b> for 40/hr schedule<br><b>2.5% of base pay</b>   |  |
| <b>IAFF</b>  | EMT<br>On Call Fire Investigator<br>Paramedic Certification<br>Paramedic Pay<br>Paramedic Pay - Captain Pay<br>Special Operations Task Force<br>Staff Assignment<br>Staff Captain<br>Tiller Assignment | <b>2.5% of base pay</b><br><b>3% of Step 5 Firefighter</b><br><b>\$2,500 every 2 years</b><br><b>10% of Step 5 Firefighter</b><br><b>7.5% of base pay</b><br><b>7.5% of base pay</b><br><b>7.5% of base pay</b> for a temp 40/hr wk<br><b>17.5% of base pay</b> for 2 year 40/hr wk<br><b>\$0.625/hr</b> |  |

# BENEFITS SUMMARY

as of January 2019


| <br><b>Fremont</b><br><small>CITY OF</small> | EDUCATIONAL INCENTIVE PAY   | TUITION REIMBURSEMENT  | MANAGEMENT INCENTIVE PAY |
|--|---|--|--------------------------|
| <b>UFO</b>   | N/A   | City Manager Discretion  | City Manager Discretion  |
| <b>UME</b>   |   |  |                          |
| <b>FAME NON-SAFETY</b>   |   |  |                          |
| <b>FAME SAFETY</b>   |   |  |                          |
| <b>FPMA</b>  | 5% of base salary   | <b>\$20,000</b> max. per employee with at least 6 months of full-time service<br><b>\$50,000</b> max. for term of MOU  | N/A                      |
| <b>CONFIDENTIAL</b>  | N/A   | <b>\$30,000</b> per FY ( <i>City funded</i> )<br><b>\$2,000</b> max. reimbursement per employee per FY<br><i>(not to exceed \$20,000 per employee during employment)</i> |                          |
| <b>CFEA</b>  |   |  |                          |
| <b>PETA</b>  |   | <b>\$3,000</b> max. per employee per FY for certification programs or CEUs<br><b>\$3,000</b> max. per employee per FY  |                          |
| <b>OE3</b>   |   | <b>\$600</b> per employee per FY   |                          |
| <b>TEAMSTERS</b>   |   | <b>\$7,500</b> per FY ( <i>City funded</i> )<br><b>\$1,500</b> max. per employee per FY  |                          |
| <b>FPA</b>   |   | <b>Level 1</b> 2.5% of base pay<br><b>Level 2</b> 5% of base pay<br><b>Longevity</b> 2.5% after 8 yrs  |                          |
| <b>BC</b>  | <u><b>Grandfathered Plan:</b></u><br><b>Level 1</b> \$29.54 bi-weekly<br><b>Level 2</b> \$59.08 bi-weekly<br><b>Level 3</b> \$100.62 bi-weekly            | N/A  |                          |
| <b>IAFF</b>  | <u><b>New Plan (effective 8/1/2017):</b></u><br><b>Level 1</b> \$29.54 bi-weekly<br><b>Level 2</b> \$59.08 bi-weekly<br><b>Level 3</b> \$201.33 bi-weekly |  |                          |

Note: Full-time non-probationary employees are eligible for tuition reimbursement




# BENEFITS SUMMARY

as of January 2019

| <br><b>CITY OF<br/>Fremont</b> | <b>UNIFORM ALLOWANCE</b><br><i>Includes: Tool &amp; Glove Allowance Shoe Allowance</i>   | <b>CALL BACK PAY</b>  |
|--|--|---|
| <b>UFO</b>   | Police Chief <b>\$1,500.00/yr.</b><br>Fire Chief <b>\$1,000.00/yr.</b>   | N/A   |
| <b>UME</b>   | N/A  |   |
| <b>FAME NON-SAFETY</b>   | Fire Managers <b>\$1,000.00/yr.</b>  |   |
| <b>FAME SAFETY</b>   | <b>\$1,500.00/yr.</b>  |   |
| <b>FPMA</b>  |  |   |
| <b>CONFIDENTIAL</b>  | N/A  |   |
| <b>PETA</b>  | Shoe Allowance <b>\$175</b> every 2 yrs  | <b>2 hrs</b> of overtime<br><i>(Not applicable if called back to work within 2 hrs of regular start time)</i>   |
| <b>CFEA</b>  | <b>\$600.00/yr.</b> or <b>\$750.00/yr.</b> <i>(Eligible classes outlined in MOU)</i><br>Shoe Allowance <b>\$175</b> for steel-toed safety boots  |   |
| <b>OE3</b>   | Shoe Allowance <b>\$225.00/yr.</b><br>Tools <b>\$550.00/yr.</b><br>Gloves <b>\$50.00/yr.</b><br><br><i>(Eligible classes outlined in MOU)</i>  | If called back between:<br>The end of the shift and 11:59pm = <b>2 hrs</b> of overtime<br>12:01am - 11:15pm <i>(during regularly scheduled day off)</i> = <b>4 hrs</b> of overtime<br>If called back after 12:00am = <b>3 hrs</b> of overtime |
| <b>TEAMSTERS</b>   | <b>\$550.00/yr., \$650.00/yr.</b> or <b>\$800/yr.</b><br><i>(Eligible classes outlined in MOU)</i><br><br><b>\$800.00</b> max. reimbursement every 5 yrs for replacement<br><i>(initial vest provided to Community Services Officer)</i> | <b>2 hrs</b> of overtime<br><i>(Not applicable if called back to work within 2 hrs of regular start time or if scheduled to appear or return to training sessions/meetings)</i>   |
| <b>FPA</b>   | <b>\$1,750.00/yr.</b>  | <b>3 hrs</b> minimum of overtime  |
| <b>BC</b>  | <b>\$700.00/yr.</b>  | <b>3 hrs</b> of overtime  |
| <b>IAFF</b>  |  | Fire Investigators <b>4 hrs</b> of overtime<br><i>(Neither will apply if called back to work within 2 hrs of regular start time)</i>  |


# BENEFITS SUMMARY

as of January 2019

| <br>CITY OF<br><b>Fremont</b> | STAND-BY PAY  | COURT PAY   | LONGEVITY PAY  |  |
|---|---|---|--|--|
| UFO   | N/A   | N/A   | N/A  |  |
| UME   |   |   |  |  |
| FAME NON-SAFETY   |   |   |  |  |
| FAME SAFETY   |   |   |  |  |
| FPMA  |   |   |  |  |
| CONFIDENTIAL  |   |   |  |  |
| OE3   |   |   |  |  |
| CFEA  |   |   |  |  |
| TEAMSTERS   |   |   |  |  |
| PETA  |   |   |  | <p><b>Stand-by duty = hourly rate:</b><br/>                     1 hr for less than 8 hrs on duty<br/>                     2 hrs for 8-16 hrs on duty<br/>                     3 hrs for 16-24 hrs on duty</p> <p style="text-align: right;"><b>Called to duty = 2 hrs</b><br/>                     minimum of overtime</p> |
| FPA   | <p style="text-align: center;"><b>\$150/wk.</b> for Investigators</p> <p>Assignments paid at 1/2 of the regular rate of pay per hr.<br/>                     (3hrs minimum pay)</p> | <p><b>Hired before 7/1/2015:</b><br/>                     19 yrs = 2.5% of base pay<br/>                     24 yrs = 2.3% of base pay<br/>                     26 yrs = 4.6% of base pay<br/>                     27 yrs = 2.3% of base pay<br/>                     28 yrs = 1.2% of base pay</p> <p><b>Hired after 7/1/2015:</b><br/>                     19 yrs = 2.5% of base pay<br/>                     24 yrs = 2.3% of base pay</p> |  |  |
| BC  | N/A   | N/A   | <p><b>Hired on or before 12/31/2015:</b><br/>                     19 yrs = 1.8% of base pay<br/>                     26 yrs = 5.8% of base pay</p>   | <p><b>Hired on or after 1/1/2016:</b><br/>                     19 yrs = 2.5% of base pay<br/>                     24 yrs = 2.3% of base pay</p>  |
| IAFF  |   |   | <p><b>Hired before 1/1/2016:</b><br/>                     19 yrs = 1.8% of base pay<br/>                     26 yrs = 5.8% of base pay<br/>                     27 yrs = 3% of base pay<br/>                     28 yrs = 1.4% of base pay</p> |  |

# BENEFITS SUMMARY


as of January 2019

| <br><b>RETIREE MEDICAL BENEFITS</b><br>Medical Reimbursement |  |  |
|--|--|--|
| <b>UFO*</b>  | Employees retired on or after <b>7/1/2001</b> with <b>20+ yrs</b> of service:<br><b>Kaiser single premium rate</b> (rate in effect on date of retirement)  | Employees hired on or after <b>1/1/2012</b> will be eligible for medical reimbursement based on total years of City service as provided in the MOU (if applicable), if the following criteria is met:<br><br>1. Retire from the City within 120 days of separation<br>2. Vested with CalPERS<br>3. Completed at least 5 years of continuous City service<br>4. At least age 50 or received a CalPERS industrial disability retirement as a result of employment with the City of Fremont |
| <b>UME*</b>  | Employees retired on or after <b>7/1/2001</b> with <b>25+ yrs</b> of service:<br><b>Kaiser 2-party premium rate</b> (rate in effect on date of retirement)   |  |
| <b>FAME NON-SAFETY*</b>  | Employees hired on or after <b>7/1/2007</b> :<br>0-5 yrs <b>\$0.00/mo.</b><br>6-9 yrs <b>\$200/mo.</b><br>10-19 yrs <b>\$225/mo.</b>   |  |
| <b>FAME SAFETY*</b>  | 20-24 yrs <b>Kaiser single premium rate</b> (rate in effect on date of retirement)<br>25+ yrs <b>Kaiser 2-party premium rate</b> (rate in effect on date of retirement)  |  |
| <b>FPMA*</b>   |  |  |
| <b>CONFIDENTIAL</b>  | Employees hired prior to <b>7/1/2007</b> and retiring during term of MOU within 120 days of separation from the City are eligible for medical reimbursement up to <b>\$300/mo.</b>   |  |
| <b>CFEA</b>  | Employees hired on or after <b>7/1/2007</b> are eligible for medical reimbursement based on total years of service as provided in CFEA MOU.  |  |
| <b>PETA</b>  | Employees hired prior to <b>7/1/2006</b> and retiring within 120 days of separation from the City are eligible for medical reimbursement up to \$300/mo.<br>Employees hired on or after <b>7/1/2006</b> will be eligible for medical reimbursement based on total years of service as provided in MOU.   |  |
| <b>OE3</b>   | Employees hired on or after <b>1/1/2006</b> will be eligible for medical reimbursement based on total years of City service as provided in the MOU, if the following criteria is met:<br>1. Retire from the City within 120 days of separation<br>2. Vested with CalPERS<br>3. Completed at least 5 years of continuous City service<br>4. At least age 50 or received a CalPERS industrial disability retirement as a result of employment with the City of Fremont |  |
| <b>TEAMSTERS</b>   | Employees retiring on or after <b>7/1/2007</b> are eligible for medical reimbursement up to \$300/mo. if the following criteria is met:<br>1. Vested with CalPERS<br>2. Completed at least 5 years of continuous City service<br>3. At least age 50 or received a CalPERS industrial disability retirement as a result of employment with the City of Fremont  |  |
| <b>FPA*</b>  | Employees retired on or after <b>8/1/1999</b> will receive medical reimbursement based on total years of City service as provided in MOU. To be eligible for retiree medical reimbursement the employee must retire from the City within 120 days of separation.   |  |
| <b>BC*</b>   | Employees hired on or before <b>12/31/2011</b> :<br>0-24 years: <b>\$10.00/mo.</b> per years of City service<br>25+ years: Kaiser 2-party premium rate (rate in effect on date of retirement)  | Employees hired after <b>1/1/2012</b> are eligible for medical reimbursement based on total years of City service as provided in the MOU, if the following criteria is met:<br>1. Retire from the City within 120 days of separation<br>2. Vested with CalPERS<br>3. Completed at least 5 years of continuous City service<br>4. At least age 50 or received a CalPERS industrial disability retirement as a result of employment with the City of Fremont                               |
| <b>IAFF*</b>   | <b>Surviving Spouse:</b><br>10-14 yrs <b>\$90.00/mo.</b><br>15 yrs <b>\$97.50/mo.</b><br>16+ yrs <b>\$100.00/mo.</b>   |  |

\*For purposes of evaluating eligibility for this benefit, credit will be given, upon submission of proof by employee, for up to 10 years of service with other public agencies.


# BENEFITS SUMMARY

as of January 2019

|  |  |   |  |                     |   |   |   |
|--|--|---|--|---------------------|---|---|---|
|  | CITY MANAGER   |   |  |                     |   |   |   |
| <b>CALPERS RETIREMENT</b>  | Classic Member Tier 1: Hired Before 4/8/2012   |   | Classic Member Tier 2: Hired on or After 4/8/2012  |                     | PEPRA Member Tier 3: Hired On or After 1/1/2013   |   |   |
|  | Final Compensation: Single Highest Year  |   | Final Compensation: Three Highest Years  |                     | Final Compensation: Three Highest Years   |   |   |
|  | <b>2.5% @ 55</b><br><b>Total Rate: 17.818%</b><br><b>Employer Rate: 9.818%</b><br><b>Employee Rate: 8%</b> |   | <b>2% @ 60</b><br><b>Total Rate: 16.818%</b><br><b>Employer Rate: 9.818%</b><br><b>Employee Rate: 7%</b> |                     | <b>2% @ 62</b><br><b>Total Rate: 16.068%</b><br><b>Employer Rate: 9.818%</b><br><b>Employee Rate: 6.25%</b> |   |   |
| <b>HEALTH BENEFITS</b>   | Health Benefit Allowance (HBA)   | CalPERS Medical Plans   |  |                     | Delta Dental  | Vision Services Plan (VSP)  |   |
|  | <b>\$2,230.13/mo.</b>  | <b>HMO Plans</b>  | <b>Employee</b>  | <b>Employee + 1</b> | <b>Employee + Family</b>  | Employee <b>\$40.20/mo.</b><br>Employee + 1 <b>\$74.90/mo.</b><br>Employee + Family <b>\$128.40/mo.</b> | <u><b>VSP Standard</b></u><br><br>Employee <b>\$8.16/mo.</b><br>Employee + 1 <b>\$11.62/mo.</b><br>Employee + Family <b>\$20.48/mo.</b><br><br><u><b>VSP High</b></u><br><br>Employee <b>\$11.88/mo.</b><br>Employee + 1 <b>\$17.04/mo.</b><br>Employee + Family <b>\$30.20/mo.</b> |
|  |  | Anthem HMO Select   | \$831.44   | \$1,662.88          | \$2,161.74  |   |   |
|  |  | Anthem HMO Trad.  | \$1,111.13   | \$2,222.26          | \$2,888.94  |   |   |
|  |  | *Blue Shield Access +<br><i>*(Amador, Napa, Nevada, San Joaquin, Santa Cruz, Sutter and Yuba Counties only)</i> | \$970.90   | \$1,941.80          | \$2,524.34  |   |   |
|  |  | HealthNet SmartCare   | \$901.55   | \$1,803.10          | \$2,344.03  |   |   |
|  |  | Kaiser Permanente   | \$768.25   | \$1,536.50          | \$1,997.45  |   |   |
|  |  | Western Health Adv.   | \$767.01   | \$1,534.02          | \$1,994.23  |   |   |
|  |  | <b>PPO Plans</b>  | <b>Employee</b>  | <b>Employee + 1</b> | <b>Employee + Family</b>  |   |   |
|  |  | PERS Care   | \$1,131.68   | \$2,263.36          | \$2,942.37  |   |   |
| PERS Choice  |  | \$866.27  | \$1,732.54   | \$2,252.30          |   |   |   |
| PERS Select  | \$543.19   | \$1,086.38  | \$1,412.29   |                     |   |   |   |
| PORAC  | \$774.00   | \$1,623.00  | \$2,076.00   |                     |   |   |   |


# BENEFITS SUMMARY

as of January 2019

|  |  |  |   |   |
|--|--|--|---|---|
|  | <b>CITY MANAGER (continued)</b>  |  |   |   |
| <b>DEFERRED COMPENSATION</b>   | <b>401(a): Employer Paid</b><br>2% of base salary  |  | <b>457(b): Employer Paid</b><br>IRS Maximum - Annual City Contribution  |   |
| <b>LIFE INSURANCE</b>  | <b>Basic Life/AD&amp;D:</b><br>Employer Paid   | <b>Long Term Disability</b><br>Employer Paid   | <b>Supplemental Life Insurance</b><br>Employee Paid (Voluntary)   | <b>Short Term Disability</b><br>Employee Paid (Voluntary)   |
|  | <b>Two (2) times Basic Yearly Earnings</b><br><br>Dependent: <b>\$1,500.00</b> coverage  | Calculated at 66.67% of employee's monthly salary to a maximum benefit of <b>\$10,000/mo.</b><br><br>Premium Rate <b>\$0.551/\$100.00</b> of base salary | Supplemental Life & AD&D Insurance Coverage Options:<br><br><b>Employee, Spouse &amp; Family</b><br><br><i>Premiums vary by volume and type of coverage</i>   | Calculated at 66.67% of employee's monthly salary to a maximum benefit of <b>\$2,500/wk.</b><br><br>Premium Rate <b>\$0.221/\$100.00</b> of base salary |
| <b>ANNUAL GENERAL LEAVE</b>  | 188 hrs.   |  |   |   |
| <b>MANAGEMENT LEAVE</b>  | 124 hrs. ( <i>non-accruable</i> )  |  |   |   |
| <b>FLOATING HOLIDAY</b>  | 8 hrs. ( <i>non-accruable</i> )  |  |   |   |
| <b>HOLIDAYS</b>  | 12 days paid   |  |   |   |
| <b>BEREAVEMENT LEAVE</b>   | 3 work days  |  |   |   |
| <b>PERSONAL EMERGENCY LEAVE BANK</b>   | Eligible for Personal Emergency Leave Bank which is an employee leave donation pool.   |  |   |   |
| <b>RETIREE MEDICAL BENEFITS</b>  | Employees retired on or after <b>7/1/2001</b> with <b>20+ yrs</b> of service:<br><b>Kaiser single premium rate</b> (rate in effect on date of retirement)<br><br>Employees retired on or after <b>7/1/2001</b> with <b>25+ yrs</b> of service:<br><b>Kaiser 2-party premium rate</b> (rate in effect on date of retirement)<br><br>Employees hired on or after <b>7/1/2007</b> :<br>0-5 yrs <b>\$0.00/mo.</b><br>6-9 yrs <b>\$200/mo.</b><br>10-19 yrs <b>\$225/mo.</b><br>20-24 yrs Kaiser single premium rate (rate in effect on date of retirement)<br>25+ yrs Kaiser 2-party premium rate (rate in effect on date of retirement) |  | Employees hired on or after <b>1/1/2012</b> will be eligible for medical reimbursement based on total years of City service as provided in the FAME MOU (if applicable), if the following criteria is met:<br><br>1. Retire from the City within 120 days of separation<br>2. Vested with CalPERS<br>3. Completed at least 5 years of continuous City service<br>4. At least age 50 or received a CalPERS industrial disability retirement as a result of employment with the City of Fremont<br><br><i>*Eligible to receive 10 years max of service credit with other public agencies.</i> |   |


# BENEFITS SUMMARY

as of January 2019

|  |  |   |  |                 |   |   |   |                          |
|--|--|---|--|-----------------|---|---|---|--------------------------|
|  | CITY ATTORNEY  |   |  |                 |   |   |   |                          |
| <b>CALPERS RETIREMENT</b>  | <b>Classic Member Tier 1:</b> Hired Before 4/8/2012  |   | <b>Classic Member Tier 2:</b> Hired on or After 4/8/2012   |                 | <b>PEPRA Member Tier 3:</b> Hired On or After 1/1/2013  |   |   |                          |
|  | Final Compensation: Single Highest Year  |   | Final Compensation: Three Highest Years  |                 | Final Compensation: Three Highest Years   |   |   |                          |
|  | <b>2.5% @ 55</b><br><b>Total Rate: 17.818%</b><br><b>Employer Rate: 9.818%</b><br><b>Employee Rate: 8%</b> |   | <b>2% @ 60</b><br><b>Total Rate: 16.818%</b><br><b>Employer Rate: 9.818%</b><br><b>Employee Rate: 7%</b> |                 | <b>2% @ 62</b><br><b>Total Rate: 16.068%</b><br><b>Employer Rate: 9.818%</b><br><b>Employee Rate: 6.25%</b> |   |   |                          |
| <b>HEALTH BENEFITS</b>   | <b>Health Benefit Allowance (HBA)</b>  | <b>CalPERS Medical Plans</b>  |  |                 | <b>Delta Dental</b>   | <b>Vision Services Plan (VSP)</b>   |   |                          |
|  | <b>\$2,230.13/mo.</b><br><i>Ineligible to receive ABC Cash</i>   | <b>HMO Plans</b>  |  | <b>Employee</b> | <b>Employee + 1</b>   | Employee <b>\$40.20/mo.</b><br>Employee + 1 <b>\$74.90/mo.</b><br>Employee + Family <b>\$128.40/mo.</b> | <u><b>VSP Standard</b></u><br><br>Employee <b>\$8.16/mo.</b><br>Employee + 1 <b>\$11.62/mo.</b><br>Employee + Family <b>\$20.48/mo.</b><br><br><u><b>VSP High</b></u><br><br>Employee <b>\$11.88/mo.</b><br>Employee + 1 <b>\$17.04/mo.</b><br>Employee + Family <b>\$30.20/mo.</b> |                          |
|  |  | Anthem HMO Select   |  | \$831.44        | \$1,662.88  |   |   | \$2,161.74               |
|  |  | Anthem HMO Trad.  |  | \$1,111.13      | \$2,222.26  |   |   | \$2,888.94               |
|  |  | *Blue Shield Access +<br><i>*(Amador, Napa, Nevada, San Joaquin, Santa Cruz, Sutter and Yuba Counties only)</i> |  | \$970.90        | \$1,941.80  |   |   | \$2,524.34               |
|  |  | HealthNet SmartCare   |  | \$901.55        | \$1,803.10  |   |   | \$2,344.03               |
|  |  | Kaiser Permanente   |  | \$768.25        | \$1,536.50  |   |   | \$1,997.45               |
|  |  | Western Health Adv.   |  | \$767.01        | \$1,534.02  |   |   | \$1,994.23               |
|  |  | <b>PPO Plans</b>  |  | <b>Employee</b> | <b>Employee + 1</b>   |   |   | <b>Employee + Family</b> |
|  |  | PERS Care   |  | \$1,131.68      | \$2,263.36  |   |   | \$2,942.37               |
| PERS Choice  |  | \$866.27  | \$1,732.54   | \$2,252.30      |   |   |   |                          |
| PERS Select  |  | \$543.19  | \$1,086.38   | \$1,412.29      |   |   |   |                          |
| PORAC  |  | \$774.00  | \$1,623.00   | \$2,076.00      |   |   |   |                          |


# BENEFITS SUMMARY

as of January 2019

|  |  |  |  |  |
|--|--|--|--|--|
|  | <b>CITY ATTORNEY (continued)</b>   |  |  |  |
| <b>DEFERRED COMPENSATION</b>   | <b>401(a)</b><br>Employer Paid - 3.4% of base salary   |  | <b>457(b)</b><br>IRS Maximum - Annual City Contribution  |  |
| <b>LIFE INSURANCE</b>  | <b>Basic Life/AD&amp;D:</b><br>Employer Paid<br><br><b>\$250,000</b> coverage<br><br>Dependent: <b>\$1,500.00</b> coverage   | <b>Long Term Disability</b><br>Employer Paid<br><br>Calculated at 66.67% of employee's monthly salary to a maximum benefit of <b>\$10,000/mo.</b><br><br>Premium Rate <b>\$0.551/\$100.00</b> of base salary | <b>Supplemental Life Insurance</b><br>Employee Paid (Voluntary)<br><br>Supplemental Life & AD&D Insurance Coverage Options:<br><br><b>Employee, Spouse &amp; Family</b><br><br><i>Premiums vary by volume and type of coverage</i>   | <b>Short Term Disability</b><br>Employee Paid (Voluntary)<br><br>Calculated at 66.67% of employee's monthly salary to a maximum benefit of <b>\$2,500/wk.</b><br><br>Premium Rate <b>\$0.221/\$100.00</b> of base salary |
| <b>ANNUAL GENERAL LEAVE</b>  | 204 hrs.   |  |  |  |
| <b>MANAGEMENT LEAVE</b>  | 124 hrs. ( <i>non-accruable</i> )  |  |  |  |
| <b>HOLIDAYS</b>  | 12 days paid   |  |  |  |
| <b>BEREAVEMENT LEAVE</b>   | 3 work days  |  |  |  |
| <b>PERSONAL EMERGENCY LEAVE BANK</b>   | Eligible for Personal Emergency Leave Bank which is an employee leave donation pool.   |  |  |  |
| <b>LEAVE LIQUIDATION PROGRAM</b>   | Quarterly payout of all hours over 250   |  |  |  |
| <b>RETIREE MEDICAL BENEFITS</b>  | Employees retired on or after <b>7/1/2001</b> with <b>20+ yrs</b> of service:<br><b>Kaiser single premium rate</b> (rate in effect on date of retirement)<br><br>Employees retired on or after <b>7/1/2001</b> with <b>25+ yrs</b> of service:<br><b>Kaiser 2-party premium rate</b> (rate in effect on date of retirement)<br><br>Employees hired on or after <b>7/1/2007</b> :<br>0-5 yrs <b>\$0.00/mo.</b><br>6-9 yrs <b>\$200/mo.</b><br>10-19 yrs <b>\$225/mo.</b><br>20-24 yrs Kaiser single premium rate (rate in effect on date of retirement)<br>25+ yrs Kaiser 2-party premium rate (rate in effect on date of retirement) |  | Employees hired on or after <b>1/1/2012</b> will be eligible for medical reimbursement based on total years of City service as provided in the MOU (if applicable), if the following criteria is met:<br><br>1. Retire from the City within 120 days of separation<br>2. Vested with CalPERS<br>3. Completed at least 5 years of continuous City service<br>4. At least age 50 or received a CalPERS industrial disability retirement as a result of employment with the City of Fremont<br><br><i>*Eligible to receive 10 years max of service credit with other public agencies.</i> |  |

# BENEFITS SUMMARY

as of January 2019

|  |  |  |                 |  |                          |  |
|--|--|--|-----------------|--|--------------------------|--|
|  | <b>ELECTED OFFICIALS<br/>MAYOR/COUNCILMEMBERS</b>  |  |                 |  |                          |  |
| <b>CURRENT SALARY</b>  | <b>MAYOR: \$3,993.78/mo.<br/>COUNCILMEMBERS: \$2,247.93/mo.</b>  |  |                 |  |                          |  |
| <b>RETIREMENT PLAN</b>   | Mayor & Councilmembers <b>must</b> choose one of the following retirement plans (enrollment is mandatory).   |  |                 |  |                          |  |
|  | <b>CalPERS Retirement Plan</b>   |  | OR              | <b>Nationwide Retirement Plan</b>  |                          |  |
|  | 6.25% pre-tax contributions of earnings  |  |                 | Part-time, Seasonal, Temporary (PST) Plan is an Alternative Retirement Plan through Nationwide Retirement Solutions which is 7.5% pre-tax contributions of earnings. |                          |  |
| <b>HEALTH BENEFITS</b>   | <b>Health Benefit Allowance (HBA)</b><br><br>\$450.00/mo.  | <b>CalPERS Medical Plans</b>   |                 |  | <b>Delta Dental</b>      | <b>Vision Services Plan (VSP)</b>  |
|  |  | <b>HMO Plans</b>   | <b>Employee</b> | <b>Employee + 1</b>  | <b>Employee + Family</b> |  |
|  |  | Anthem HMO Select  | \$831.44        | \$1,662.88   | \$2,161.74               |  |
|  |  | Anthem HMO Traditional   | \$1,111.13      | \$2,222.26   | \$2,888.94               | <b><u>VSP Standard</u></b>   |
|  |  | Blue Shield Access +<br>(Amador, Napa, Nevada, San Joaquin, Santa Cruz, Sutter and Yuba Counties only) | \$970.90        | \$1,941.80   | \$2,524.34               | Employee <b>\$8.16/mo.</b><br>Employee + 1 <b>\$11.62/mo.</b><br>Employee + Family <b>\$20.48/mo.</b>  |
|  |  | HealthNet SmartCare  | \$901.55        | \$1,803.10   | \$2,344.03               |  |
|  |  | Kaiser Permanente  | \$768.25        | \$1,536.50   | \$1,997.45               | <b><u>VSP High</u></b>   |
|  |  | Western Health Advantage   | \$767.01        | \$1,534.02   | \$1,994.23               |  |
|  |  | <b>PPO Plans</b>   | <b>Employee</b> | <b>Employee + 1</b>  | <b>Employee + Family</b> |  |
|  |  | PERS Care  | \$1,131.68      | \$2,263.36   | \$2,942.37               | Employee <b>\$11.88/mo.</b><br>Employee + 1 <b>\$17.04/mo.</b><br>Employee + Family <b>\$30.20/mo.</b> |
|  |  | PERS Choice  | \$866.27        | \$1,732.54   | \$2,252.30               |  |
|  |  | PERS Select  | \$543.19        | \$1,086.38   | \$1,412.29               |  |
| <b>DEFERRED COMPENSATION</b>   | Voluntary contributions to <b>457(b)</b> plan  |  |                 |  |                          |  |
| <b>LIFE INSURANCE</b>  | Basic Life/AD&D <b>\$50,000</b> coverage ( <b>\$5.66/mo.</b> )<br>Dependent <b>\$1,500.00</b> coverage ( <b>\$0.32/mo.</b> )<br>(Employer Paid and voluntary enrollment) |  |                 |  |                          |  |
| <b>CAR ALLOWANCE</b>   | Councilmembers do not typically request reimbursement; however, allowance is an option. Reimbursement is equivalent to the Federal IRS allowance.                        |  |                 |  |                          |  |
| <b>TRAVEL</b>  | Reimbursed for approved travel per City Council travel procedures  |  |                 |  |                          |  |

*The California Government Code regulates elected officials' compensation. The Human Resources Department has prepared this benefit summary to provide a convenient reference tool for staff and other agencies. The Mayor and City Councilmembers are Elected Officials and do not have a Memorandum of Understanding.*