

**CITY OF HERCULES  
BENEFIT SUMMARY 2015**

| BENEFIT  | SENIOR MANAGEMENT   | UN-REPRESENTED/<br>CONFIDENTIAL  | MID-MANAGEMENT   | TEAMSTERS FULL-TIME<br>EMPLOYEES   | TEAMSTERS PART-<br>TIME EMPLOYEES<br>(20 + hours per week)   | HPOA   |
|--|---|--|--|--|--|--|
| <b>MOU TERM</b>  | 7/1/2014 – 6/30/2015  | 7/1/2014 – 6/30/2015   | 7/1/2014 – 6/30/2015   | 7/1/2014 – 6/30/2015   | 7/1/2014– 6/30/2015  | 7/1/2014 – 6/30/2015   |
| <b>PERS RETIREMENT<br/>BENEFITS</b>  | CLASSIC MEMBERS: PERS<br>2% at 55 formula,<br>Employee pays 7% of PERS<br>contribution.<br><br>NEW MEMBERS: 2% @ 62,<br>Employee pays 6.25% of<br>PERS contribution.  | CLASSIC MEMBERS: PERS<br>2% at 55 formula, Employee<br>pays 7% of PERS<br>contribution.<br><br>NEW MEMBERS: 2% @ 62,<br>Employee pays 6.25% of<br>PERS contribution.   | CLASSIC MEMBERS: PERS<br>2% at 55 formula, Employee<br>pays 7% of PERS<br>contribution.<br><br>NEW MEMBERS: 2% @ 62,<br>Employee pays 6.25% of<br>PERS contribution.   | CLASSIC MEMBERS: PERS<br>2% at 55 formula, Employee<br>pays 7% of PERS<br>contribution.<br><br>NEW MEMBERS: 2% @ 62,<br>Employee pays 6.25% of<br>PERS contribution.   | CLASSIC MEMBERS: PERS<br>2% at 55 formula,<br>Employee pays 7% of PERS<br>contribution. NEW<br>MEMBERS: 2% @ 62,<br>Employee pays 6.25% of<br>PERS contribution.<br><br><i>Employees under 20 hrs<br/>per week pay into PARS.</i>  | CLASSIC MEMBERS: PERS<br>2% at 55 formula,<br>Employee pays 9% of PERS<br>contribution.<br><br>NEW MEMBERS: 2.7% @<br>57, Employee pays 11.50%<br>of PERS contribution.  |
| <b>MEDICAL BENEFITS<br/>– The City<br/>contracts with<br/>PERS Health. The<br/>City pays 100% of<br/>Kaiser. The City<br/>contributes<br/>\$112.00 additional<br/>monies to cover<br/>the Kaiser North<br/>plan.</b> | Kaiser:<br><u>Cost To City per EE:</u><br>EE only: \$714.45<br>EE+1 : \$1,428.90<br>EE+2: \$1,857.57<br>Other plans available: Blue<br>Shield HMO, Blue Shield<br>HMO NetValue, PERS<br>Choice, Select & Care PPO<br>rates vary.<br><br>Effective: 1/1/15-12/31/15  | Kaiser:<br><u>Cost To City per EE:</u><br>EE only: \$714.45<br>EE+1 : \$1,428.90<br>EE+2: \$1,857.57<br>Other plans available: Blue<br>Shield HMO, Blue Shield<br>HMO NetValue, PERS<br>Choice, Select & Care PPO<br>rates vary.<br><br>Effective: 1/1/15-12/31/15 | Kaiser:<br><u>Cost To City per EE:</u><br>EE only: \$714.45<br>EE+1 : \$1,428.90<br>EE+2: \$1,857.57<br>Other plans available: Blue<br>Shield HMO, Blue Shield<br>HMO NetValue, PERS<br>Choice, Select & Care PPO<br>rates vary.<br><br>Effective: 1/1/15-12/31/15 | Kaiser:<br><u>Cost To City per EE:</u><br>EE only: \$714.45<br>EE+1 : \$1,428.90<br>EE+2: \$1,857.57<br>Other plans available: Blue<br>Shield HMO, Blue Shield<br>HMO NetValue, PERS<br>Choice, Select & Care PPO<br>rates vary.<br><br>Effective: 1/1/15-12/31/15 | Kaiser: Part-time<br>employees working 30+<br>hours per week are eligible<br>for health benefits<br>coverage for employee<br>only.<br><br><u>Cost To City per EE:</u><br>EE only: \$714.45<br><br>Effective: 1/1/15-12/31/15   | Kaiser:<br><u>Cost To City per EE:</u><br>EE only: \$714.45<br>EE+1 : \$1,428.90<br>EE+2: \$1,857.57<br>Other plans available: Blue<br>Shield HMO, Blue Shield<br>HMO NetValue, PERS<br>Choice, Select & Care PPO<br>rates vary.<br><br>Effective: 1/1/15-<br>12/31/15 |
| <b>DENTAL<br/>INSURANCE – The<br/>City contracts with<br/>Delta Dental Plan<br/>of California.</b>   | Max of 2,500 per calendar<br>year for each family<br>member. This includes<br>Police Commanders and<br>Confidential Employees.<br><u>Cost To City per EE:</u><br>EE only: \$83.03<br>EE+1: \$157.76<br>EE+2: \$229.55<br>(includes orthodontic<br>premium)<br><br>Per month Effective:<br>1/1/15-12/31/15 | Max of \$2,500 per calendar<br>year for each family<br>member.<br><u>Cost To City per EE:</u><br>EE only: \$83.03<br>EE+1: \$157.76<br>EE+2: \$229.55<br>(includes orthodontic<br>premium)<br><br>Per month Effective:<br>1/1/15-12/31/15                          | Max of \$1,500 per calendar<br>year for each family<br>member.<br><u>Cost To City per EE:</u><br>EE only: \$63.94<br>EE+1: \$123.14<br>EE+family: \$192.87<br>(includes orthodontic<br>premium)<br><br>Per month Effective:<br>1/1/15-12/31/15                     | Max of \$1,500 per calendar<br>year for each family<br>member.<br><u>Cost To City per EE:</u><br>EE only: \$63.94<br>EE+1: \$123.14<br>EE+family: \$192.87<br>(includes orthodontic<br>premium)<br><br>Per month Effective:<br>1/1/15-12/31/15                     | Max of 1,000 per calendar<br>year for employee only.<br><u>Cost To City per EE:</u><br>EE Only: \$51.48<br>(includes orthodontic<br>premium)<br><br>Per month Effective:<br>1/1/15-12/31/15<br>EE pays percentage of<br>monthly premium based<br>on number of hours<br>worked weekly. ER pays<br>remainder of portion. | Max of 1,500 per calendar<br>year for each family<br>member.<br><u>Cost To City per EE:</u><br>EE only: \$60.44<br>EE+1: \$116.08<br>EE+2: \$178.63<br>(includes orthodontic<br>premium)<br><br>Per month Effective:<br>1/1/15-12/31/15                                |

**CITY OF HERCULES  
BENEFIT SUMMARY 2015**

| BENEFIT   | SENIOR MANAGEMENT  | UN-REPRESENTED/<br>CONFIDENTIAL  | MID-MANAGEMENT   | TEAMSTERS FULL-TIME<br>EMPLOYEES   | TEAMSTERS PART-<br>TIME EMPLOYEES<br>(20 + hours per week)   | HPOA   |
|---|--|--|--|--|--|--|
| <b>ORTHODONTIC INSURANCE</b>  | 50% coverage, lifetime max of \$4,000 for each eligible family member.   | 50% coverage, lifetime max of \$4,000 for each eligible family member  | 50% coverage, lifetime max of \$2,500 for each eligible family member  | 50% coverage, lifetime max of \$2,500 for each eligible family member  | 50% coverage, lifetime max of \$2,500 for employee only. Employee pays portion of monthly premium based on number of hours worked weekly.  | 50% coverage, lifetime max of \$2,500 for each eligible family member.   |
| <b>VISION – Vision Service Plan (VSP)</b>   | Paid by ER:<br>Cost To City per EE:<br>EE only: \$11.07<br>EE+1: \$17.19<br>EE+2: \$27.27<br>Per month Effective:<br>1/1/15-12/31/15                     | Paid by ER:<br>Cost To City per EE:<br>EE only: \$11.07<br>EE+1: \$17.19<br>EE+2: \$27.27<br>Per month Effective:<br>1/1/15-12/31/15   | Paid by ER:<br>Cost To City per EE:<br>EE only: \$11.07<br>EE+1: \$17.19<br>EE+2: \$27.27<br>Per month Effective:<br>1/1/15-12/31/15                   | Paid by ER:<br>Cost To City per EE:<br>EE only: \$11.07<br>EE+1: \$17.19<br>EE+2: \$27.27<br>Per month Effective:<br>1/1/15-12/31/15                   | Employee only coverage<br>Per month Effective:<br>1/1/15-12/31/15<br>Cost To City per EE:<br>EE Only: \$11.07<br>EE pays percentage of monthly premium based on number of hours worked weekly. ER pays remainder of portion. | Paid by ER:<br>Cost To City per EE:<br>EE only: \$11.07<br>EE+1: \$17.19<br>EE+2: \$27.27<br>Per month Effective:<br>1/1/15-12/31/15                   |
| <b>MEDICAL REDIRECT – For employees with alternate health coverage, the City will pay 50% of the premium paid at the Kaiser rate.</b> | Kaiser Rate:<br>Cost To City per EE, 25% of:<br>EE only: \$592.45<br>EE+1 : \$1,306.90<br>EE+2: \$1,735.57   | Kaiser Rate:<br>Cost To City per EE, 25% of:<br>EE only: \$592.45<br>EE+1 : \$1,306.90<br>EE+2: \$1,735.57   | Kaiser Rate:<br>Cost To City per EE, 50% of:<br>EE only: \$592.45<br>EE+1 : \$1,306.90<br>EE+2: \$1,735.57   | Kaiser Rate:<br>Cost To City per EE, 50% of:<br>EE only: \$592.45<br>EE+1 : \$1,306.90<br>EE+2: \$1,735.57   | Kaiser Rate:<br>Cost To City per EE, 50% of:<br>EE only: \$592.45  | Kaiser Rate:<br>Cost To City per EE, 50% of:<br>EE only: \$592.45<br>EE+1 : \$1,306.90<br>EE+2: \$1,735.57   |
| <b>ICMA DEFERRED COMPENSATION &amp; RETIREE HEALTH SAVINGS PLAN</b>   | 457 Plan available for EE contribution.<br><br>RHS Plan available for EE contribution.   | 457 Plan available for EE contribution.<br><br>RHS Plan available for EE contribution.   | 457 Plan available for EE contribution.  | 457 Plan available for EE contribution.  | 457 Plan available for EE contribution.  | 457 Plan available for EE contribution.  |
| <b>SOCIAL SECURITY</b>  | Mandatory Medicare only, 1.45% of salary for employees hired after 4/1/86  | Mandatory Medicare only, 1.45% of salary for employees hired after 4/1/86  | Mandatory Medicare only, 1.45% of salary for employees hired after 4/1/86  | Mandatory Medicare only, 1.45% of salary for employees hired after 4/1/86  | Mandatory Medicare only, 1.45% of salary for employees hired after 4/1/86  | Mandatory Medicare only, 1.45% of salary for employees hired after 4/1/86  |
| <b>LIFE INSURANCE</b>   | Cost To City per EE:<br>Life: \$0.15/\$1,000<br>AD&D: \$0.035/\$1,000<br>\$100,000 life insurance<br>\$100,000 accidental death & dismemberment. ER paid | Cost To City per EE:<br>Life: \$0.15/\$1,000<br>AD&D: \$0.035/\$1,000<br>\$40,000 life insurance<br>\$40,000 accidental death & dismemberment. \$50,000 life & AD&D: Police Commanders and Confidential Employees. ER paid | Cost To City per EE:<br>Life: \$0.15/\$1,000<br>AD&D: \$0.035/\$1,000<br>\$40,000 life insurance<br>\$40,000 accidental death & dismemberment. ER paid | Cost To City per EE:<br>Life: \$0.15/\$1,000<br>AD&D: \$0.035/\$1,000<br>\$40,000 life insurance<br>\$40,000 accidental death & dismemberment. ER paid | N/A  | Cost To City per EE:<br>Life: \$0.15/\$1,000<br>AD&D: \$0.035/\$1,000<br>\$50,000 life insurance<br>\$50,000 accidental death & dismemberment. ER paid |

**CITY OF HERCULES  
BENEFIT SUMMARY 2015**

| BENEFIT                                    | SENIOR MANAGEMENT   | UN-REPRESENTED/<br>CONFIDENTIAL   | MID-MANAGEMENT  | TEAMSTERS FULL-TIME<br>EMPLOYEES  | TEAMSTERS PART-<br>TIME EMPLOYEES<br>(20 + hours per week)  | HPOA  |
|--|---|---|---|---|---|---|
| <b>LONG TERM<br/>DISABILITY</b>            | Cost To City per EE:<br>\$0.817 per \$100<br>66 and 2/3 percent of<br>monthly salary.   | Cost To City per EE:<br>\$0.817 per \$100<br>66 and 2/3 percent of<br>monthly salary.   | Cost To City per EE:<br>\$0.817 per \$100<br>66 and 2/3 percent of<br>monthly salary.   | Cost To City per EE:<br>\$0.817 per \$100<br>66 and 2/3 percent of<br>monthly salary.   | Cost To City per EE:<br>\$0.817 per \$100<br>66 and 2/3 percent of<br>monthly salary.   | 66 and 2/3 percent of<br>monthly salary provided<br>by PORAC – The cost of<br>insurance plan is included<br>in employee’s salary. The<br>employee then pays the<br>monthly premium by<br>payroll deduction. \$19.50<br>per month. |
| <b>VACATION</b>                            | 0 – 4 yrs: 96 hours<br>5 – 9 yrs: 120 hours<br>10 – 15 yrs: 144 hours<br>16 – 19 yrs: 160 hours<br>20 + yrs: 176 hours<br>On June 30 <sup>th</sup> of each year,<br>the City shall automatically<br>convert to cash all vacation<br>leave accrual hours in<br>excess of 200 and deposit<br>the cash balance into the<br>individual members<br>Vantage Care RHS Account. | 0 – 4 yrs: 96 hours<br>5 – 9 yrs: 120 hours<br>10 – 15 yrs: 144 hours<br>16 – 19 yrs: 160 hours<br>20 + yrs: 176 hours<br>On June 30 <sup>th</sup> of each year,<br>the City shall automatically<br>convert to cash all vacation<br>leave accrual hours in<br>excess of 200 and deposit<br>the cash balance into the<br>individual members<br>Vantage Care RHS Account. | 0 – 4 yrs: 96 hours<br>5 – 9 yrs: 120 hours<br>10 – 15 yrs: 144 hours<br>16 – 19 yrs: 160 hours<br>20 + yrs: 176 hours            | 0 – 4 yrs: 96 hours<br>5 – 9 yrs: 120 hours<br>10 – 15 yrs: 144 hours<br>16 – 19 yrs: 160 hours<br>20 + yrs: 176 hours            | 0 – 4 yrs: 96 hours<br>5 – 9 yrs: 120 hours<br>10 – 15 yrs: 144 hours<br>16 – 19 yrs: 160 hours<br>20 + yrs: 176 hours<br><br>Prorated rate based on<br>hours worked. | 0 – 4 yrs: 96 hours<br>5 – 9 yrs: 120 hours<br>10 – 15 yrs: 144 hours<br>16 – 19 yrs: 160 hours<br>20 + yrs: 176 hours  |
| <b>HOLIDAYS</b>                            | 11 Observed holidays, plus<br>2 floating holidays.  | 11 Observed holidays, plus<br>2 floating holidays.  | 11 Observed holidays, plus<br>2 floating holidays.  | 11 Observed holidays, plus<br>2 floating holidays.  | 11 Observed holidays, plus<br>2 floating holidays.  | 13 holidays per year if<br>required to work holidays.<br>In lieu of cash payment<br>ee’s shall receive 104<br>holiday comp hours.   |
| <b>ADDITIONAL<br/>HOLIDAYS</b>             | 3-5 unpaid holidays during<br>the Christmas week and as<br>designated by the City.  | 3-5 unpaid holidays during<br>the Christmas week and as<br>designated by the City.  | 3-5 unpaid holidays during<br>the Christmas week and as<br>designated by the City.  | 3-5 unpaid holidays during<br>the Christmas week and as<br>designated by the City.  | 3-5 unpaid holidays during<br>the Christmas week and as<br>designated by the City.  | N/A   |
| <b>SICK LEAVE<br/>ACCRUAL</b>              | 8 hours for each month of<br>employment (96 hours per<br>year).   | 8 hours for each month of<br>employment (96 hours per<br>year).   | 8 hours for each month of<br>employment (96 hours per<br>year).   | 8 hours for each month of<br>employment (96 hours per<br>year).   | 8 hours for each month of<br>employment (96 hours per<br>year).   | 1 day for each month of<br>employment, with a<br>maximum accrual of 2000<br>hours. 8 hours per month<br>for a total of 96 hours<br>annually.  |
| <b>EMPLOYEE<br/>ASSISTANCE<br/>PROGRAM</b> | MHN. 8 visits per issue per<br>family unit. Counseling<br>and referral services.<br>Cost to City per EE:<br>\$4.00/mo. X 3 months   | MHN. 8 visits per issue per<br>family unit. Counseling and<br>referral services.<br>Cost to City per EE:<br>\$4.00/mo. X 3 months   | MHN. 8 visits per issue per<br>family unit. Counseling and<br>referral services.<br>Cost to City per EE:<br>\$4.00/mo. X 3 months | MHN. 8 visits per issue per<br>family unit. Counseling and<br>referral services.<br>Cost to City per EE:<br>\$4.00/mo. X 3 months | MHN. 8 visits per issue<br>per family unit.<br>Counseling and referral<br>services.<br>Cost to City per EE:<br>\$4.00/mo. X 3 months                                  | MHN. 8 visits per issue<br>per family unit.<br>Counseling and referral<br>services.<br>Cost to City per EE:<br>\$4.00/mo. X 3 months  |

**CITY OF HERCULES  
BENEFIT SUMMARY 2015**

| <b>BENEFIT</b>                 | <b>SENIOR MANAGEMENT</b>   | <b>UN-REPRESENTED/<br/>CONFIDENTIAL</b>   | <b>MID-MANAGEMENT</b>   | <b>TEAMSTERS FULL-TIME<br/>EMPLOYEES</b>  | <b>TEAMSTERS PART-<br/>TIME EMPLOYEES<br/>(20 + hours per week)</b>   | <b>HPOA</b>  |
|--------------------------------|--|---|---|---|---|--|
| <b>EDUCATION REIMBURSEMENT</b> | Suspension of the Education Reimbursement program for the 2014-2015 Fiscal Year.   | Suspension of the Education Reimbursement program for the 2014-2015 Fiscal Year.  | Suspension of the Education Reimbursement program for the 2014-2015 Fiscal Year.  | Suspension of the Education Reimbursement program for the 2014-2015 Fiscal Year.  | Suspension of the Education Reimbursement program for the 2014-2015 Fiscal Year.  | Suspension of the Education Reimbursement program for the 2014-2015 Fiscal Year.   |
| <b>EDUCATION INCENTIVE PAY</b> | N/A  | N/A   | Associates Degree: \$50.00<br>Bachelors Degree: \$100.00<br>Masters Degree: \$150.00<br>Paid in 24 bi-weekly installments.  | Associates Degree: \$50.00<br>Bachelors Degree: \$100.00<br>Masters Degree: \$150.00<br>Paid in 24 bi-weekly installments.  | Upon approval by the Department Director and the City Manager employees may be awarded at any time during the fiscal year incentive pay not to exceed 5% for extraordinary job performance.   | Intermediate POST Certificate: \$100.00<br>AA Degree: \$125.00<br>Advanced POST Certificate: \$150.00<br>Bachelor of Art Degree: \$175.00<br>Paid per month. |
| <b>COMPUTER LOAN</b>           | Suspension of the Computer Loan program (issuing of new loans only) for the 2014-2015 Fiscal Year.   | Employee may borrow up to \$2,500 from the City for the purchase of computer. Money will be paid back to City within 24 months via payroll deduction. Employee must maintain a balance of up to 40 hours of vacation and/or compensatory time until the loan is paid in full. | Employee may borrow up to \$2,500 from the City for the purchase of computer. Money will be paid back to City within 24 months via payroll deduction. Employee must maintain a balance of up to 40 hours of vacation and/or compensatory time until the loan is paid in full. | Employee may borrow up to \$2,500 from the City for the purchase of computer. Money will be paid back to City within 24 months via payroll deduction. Employee must maintain a balance of up to 40 hours of vacation and/or compensatory time until the loan is paid in full. | Employee may borrow up to \$400 from the City for the purchase of computer. Money will be paid back to City within 24 months via payroll deduction. Employee must maintain a balance of up to 40 hours of vacation and/or compensatory time until the loan is paid in full. | Suspension of the Computer Loan program (issuing of new loans only) for the 2014-2015 Fiscal Year.   |
| <b>LONGEVITY PAY</b>           | Eligible after:<br>7 years of service: \$200.00<br>10 years of service: \$300.00<br>13 years of service: \$400.00<br>16 years of service: \$500.00 | Eligible after:<br>10 years of service: \$125.00<br>15 years of service: \$175.00<br>20 years of service: \$225.00<br>25 years of service: \$275.00   | Eligible after:<br>10 years of service: \$125.00<br>15 years of service: \$175.00<br>20 years of service: \$225.00<br>25 years of service: \$275.00   | Eligible after:<br>10 years of service: \$125.00<br>15 years of service: \$175.00<br>20 years of service: \$225.00<br>25 years of service: \$275.00   | Eligible after:<br>10 years of service: \$75.00   | Eligible after:<br>10 years: 3% of Salary<br>15 years: Add'l 2% of salary<br>18 years: Add'l 1.5% of salary<br>20 years: Add'l 1.5% of salary                |
| <b>AUTOMOBILE</b>              | N/A  | The City provides an unmarked vehicle to Police Department Command staff.   | N/A   | N/A   | N/A   | Assignment of a City vehicle for their exclusive use. These employees shall not be eligible to receive the monthly automobile allowance. Police Chief Only.  |

**CITY OF HERCULES  
BENEFIT SUMMARY 2015**

| <b>BENEFIT</b>                | <b>SENIOR MANAGEMENT</b>   | <b>UN-REPRESENTED/<br/>CONFIDENTIAL</b>                               | <b>MID-MANAGEMENT</b>   | <b>TEAMSTERS FULL-TIME<br/>EMPLOYEES</b>                              | <b>TEAMSTERS PART-<br/>TIME EMPLOYEES<br/>(20 + hours per week)</b> | <b>HPOA</b>  |
|-------------------------------|--|---|---|---|---|--|
| <b>UNIFORM ALLOWANCE</b>      | Public Safety Senior Management shall receive Uniform pay equal to the Highest amount that Received by members of any Public Safety Bargaining Unit within the City. | City provides uniform and cleaning of uniform at no cost to employee. | City provides uniform and cleaning of uniform at no cost to employee. | City provides uniform and cleaning of uniform at no cost to employee. | City provides uniform at no cost to employee.                       | Suspension of uniform allowance for the 2014-2015 Fiscal Year.                         |
| <b>CALLBACK PAY</b>           | N/A  | N/A   | N/A   | Minimum of 3 hours pay at 1 ½ times hourly rate.                      | N/A   | Minimum of 4 hours pay at 1 ½ times hourly rate.                                       |
| <b>SHIFT DIFFERENTIAL PAY</b> | N/A  | N/A   | N/A   | N/A   | N/A   | 3% of base salary<br>5% of base salary<br>Swing and/or Relief Shift<br>Graveyard shift |