

**CITY OF HERCULES
BENEFIT SUMMARY FY 2018-19**

BENEFIT	SENIOR MANAGEMENT	CONFIDENTIAL	MID-MANAGEMENT	TEAMSTERS FULL-TIME EMPLOYEES	TEAMSTERS PART-TIME EMPLOYEES (20 + hours per week)	HPOA
MOU TERM	7/1/2018 – 6/30/2019	7/1/2018 – 6/30/2019	7/1/2018 – 6/30/2019	7/1/2018 – 6/30/2019	7/1/2018 – 6/30/2019	7/1/2018 – 6/30/2019
PERS RETIREMENT BENEFITS	<p>CLASSIC MEMBERS: PERS 2% at 55 formula, Employee pays 7% of PERS contribution.</p> <p>NEW MEMBERS: 2% @ 62, Employee pays 6.25% of PERS contribution.</p> <p>EE PAYS AN ADDITIONAL 3% COST-SHARE FOR ER CONTRIBUTION.</p>	<p>CLASSIC MEMBERS: PERS 2% at 55 formula, Employee pays 7% of PERS contribution.</p> <p>NEW MEMBERS: 2% @ 62, Employee pays 6.25% of PERS contribution.</p> <p>EE PAYS AN ADDITIONAL 3% COST-SHARE FOR ER CONTRIBUTION.</p>	<p>CLASSIC MEMBERS: PERS 2% at 55 formula, Employee pays 7% of PERS contribution.</p> <p>NEW MEMBERS: 2% @ 62, Employee pays 6.25% of PERS contribution.</p> <p>EE PAYS AN ADDITIONAL 3% COST-SHARE FOR ER CONTRIBUTION.</p>	<p>CLASSIC MEMBERS: PERS 2% at 55 formula, Employee pays 7% of PERS contribution.</p> <p>NEW MEMBERS: 2% @ 62, Employee pays 6.25% of PERS contribution.</p> <p>EE PAYS AN ADDITIONAL 3% COST-SHARE FOR ER CONTRIBUTION.</p>	<p>CLASSIC MEMBERS: PERS 2% at 55 formula, Employee pays 7% of PERS contribution. NEW MEMBERS: 2% @ 62, Employee pays 6.25% of PERS contribution.</p> <p>EE PAYS AN ADDITIONAL 3% COST-SHARE FOR ER CONTRIBUTION.</p> <p><i>Employees under 20 hrs per week pay into PARS.</i></p>	<p>CLASSIC MEMBERS: PERS 2% at 55 formula, Employee pays 9% of PERS contribution.</p> <p>NEW MEMBERS: 2.7% @ 57, Employee pays 12.50% of PERS contribution.</p> <p>EE PAYS AN ADDITIONAL 3% COST-SHARE FOR ER CONTRIBUTION.</p>
MEDICAL BENEFITS – The City contracts with PERS Health. The City pays 100% of Kaiser premium plus admin. fee.	<p>Kaiser: <u>Cost To City per EE:</u> EE only: \$770.02 EE+1 : \$1,540.03 EE+2: \$2,002.04 Other plans available: BSC Access+,HealtNet SmartCare, Anthem HMO Select/Traditional, Western Health Advantage, PERS Choice, Select & Care PPO rates vary.</p> <p>Effective: 1/1/19-12/31/19</p>	<p>Kaiser: <u>Cost To City per EE:</u> EE only: \$770.02 EE+1 : \$1,540.03 EE+2: \$2,002.04 Other plans available: BSC Access+,HealtNet SmartCare, Anthem HMO Select/Traditional, Western Health Advantage, PERS Choice, Select & Care PPO rates vary.</p> <p>Effective: 1/1/19-12/31/19</p>	<p>Kaiser: <u>Cost To City per EE:</u> EE only: \$770.02 EE+1 : \$1,540.03 EE+2: \$2,002.04 Other plans available: BSC Access+,HealtNet SmartCare, Anthem HMO Select/Traditional, Western Health Advantage, PERS Choice, Select & Care PPO rates vary.</p> <p>Effective: 1/1/19-12/31/19</p>	<p>Kaiser: <u>Cost To City per EE:</u> EE only: \$770.02 EE+1 : \$1,540.03 EE+2: \$2,002.04 Other plans available: BSC Access+,HealtNet SmartCare, Anthem HMO Select/Traditional, Western Health Advantage, PERS Choice, Select & Care PPO rates vary.</p> <p>Effective: 1/1/19-12/31/19</p>	<p>Kaiser: Part-time employees working 30+ hours per week are eligible for health benefits coverage for employee only.</p> <p><u>Cost To City per EE:</u> EE only: \$770.02</p> <p>Effective: 1/1/19-12/31/19</p>	<p>Kaiser: <u>Cost To City per EE:</u> EE only: \$770.02 EE+1 : \$1,540.03 EE+2: \$2,002.04 Other plans available: BSC Access+,HealtNet SmartCare, Anthem HMO Select/Traditional, Western Health Advantage, PERS Choice, Select & Care PPO rates vary.</p> <p>Effective: 1/1/19-12/31/19</p>
DENTAL INSURANCE – The City contracts with Delta Dental Plan of California.	<p>Max of 2,500 per calendar year for each family member. <u>Cost To City per EE:</u> EE only: \$85.06 EE+1: \$161.66 EE+2: \$235.25 (includes orthodontic premium)</p> <p>Per month Effective: 1/1/19-12/31/19</p>	<p>Max of 2,500 per calendar year for each family member. <u>Cost To City per EE:</u> EE only: \$85.06 EE+1: \$161.66 EE+2: \$235.25 (includes orthodontic premium)</p> <p>Per month Effective: 1/1/19-12/31/19</p>	<p>Max of \$1,500 per calendar year for each family member. <u>Cost To City per EE:</u> EE only: \$65.49 EE+1: \$1126.17 EE+family: \$197.65 (includes orthodontic premium)</p> <p>Per month Effective: 1/1/19-12/31/19</p>	<p>Max of \$1,500 per calendar year for each family member. <u>Cost To City per EE:</u> EE only: \$65.49 EE+1: \$1126.17 EE+family: \$197.65 (includes orthodontic premium)</p> <p>Per month Effective: 1/1/19-12/31/19</p>	<p>Max of 1,000 per calendar year for employee only. <u>Cost To City per EE:</u> EE Only: \$52.72 (includes orthodontic premium)</p> <p>Per month Effective: 1/1/19-12/31/19 EE pays percentage of monthly premium based on number of hours worked weekly. ER pays remainder of portion.</p>	<p>Max of 1,500 per calendar year for each family member. <u>Cost To City per EE:</u> EE only: \$61.91 EE+1: \$118.94 EE+2: \$183.05 (includes orthodontic premium)</p> <p>Per month Effective: 1/1/19-12/31/19</p>

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ORTHODONTIC INSURANCE	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.
VISION – Vision Service Plan (VSP)	Paid by ER: <u>Cost To City per EE:</u> EE only: \$11.40 EE+1: \$17.19 EE+2: \$28.09 Per month Effective: 1/1/19-12/31/19	Paid by ER: <u>Cost To City per EE:</u> EE only: \$11.40 EE+1: \$17.19 EE+2: \$28.09 Per month Effective: 1/1/19-12/31/19	Paid by ER: <u>Cost To City per EE:</u> EE only: \$11.40 EE+1: \$17.19 EE+2: \$28.09 Per month Effective: 1/1/19-12/31/19	Paid by ER: <u>Cost To City per EE:</u> EE only: \$11.40 EE+1: \$17.19 EE+2: \$28.09 Per month Effective: 1/1/19-12/31/19	Employee only coverage Per month Effective: 1/1/19-12/31/19 <u>Cost To City per EE:</u> EE Only: \$11.40 EE pays percentage of monthly premium based on number of hours worked weekly. ER pays remainder of portion.	Paid by ER: <u>Cost To City per EE:</u> EE only: \$11.40 EE+1: \$17.19 EE+2: \$28.09 Per month Effective: 1/1/19-12/31/19
MEDICAL REDIRECT – For employees with alternate health coverage, the City will pay 50% of the premium paid at the Kaiser rate.	Kaiser Rate: <u>Cost To City per EE, 25% of:</u> EE only: \$385.01 EE+1 : \$770.02 EE+2: \$1,001.02	Kaiser Rate: <u>Cost To City per EE, 25% of:</u> EE only: \$385.01 EE+1 : \$770.02 EE+2: \$1,001.02	Kaiser Rate: <u>Cost To City per EE, 50% of:</u> EE only: \$385.01 EE+1 : \$770.02 EE+2: \$1,001.02	Kaiser Rate: <u>Cost To City per EE, 50% of:</u> EE only: \$385.01 EE+1 : \$770.02 EE+2: \$1,001.02	Kaiser Rate: <u>Cost To City per EE, 50% of:</u> EE only: \$385.01	Kaiser Rate: <u>Cost To City per EE, 50% of:</u> EE only: \$385.01 EE+1 : \$770.02 EE+2: \$1,001.02
ICMA DEFERRED COMPENSATION & RETIREE HEALTH SAVINGS PLAN	401(a) Plan ER contribution. 457 Plan available for EE contribution w/5% ER match. RHS Plan available for EE contribution.	457 Plan available for EE contribution w/1% ER match. 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.
SOCIAL SECURITY	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
LIFE INSURANCE	<u>Cost To City per EE:</u> Life: \$0.162/\$1,000 AD&D: \$0.045/\$1,000 \$100,000 life insurance \$100,000 accidental death & dismemberment. ER paid	<u>Cost To City per EE:</u> Life: \$0.162/\$1,000 AD&D: \$0.045/\$1,000 \$40,000 life insurance \$40,000 accidental death & dismemberment. \$50,000 life & AD&D: Police Commanders and Confidential Employees. ER paid	<u>Cost To City per EE:</u> Life: \$0.162/\$1,000 AD&D: \$0.045/\$1,000 \$40,000 life insurance \$40,000 accidental death & dismemberment. ER paid	<u>Cost To City per EE:</u> Life: \$0.162/\$1,000 AD&D: \$0.045/\$1,000 \$40,000 life insurance \$40,000 accidental death & dismemberment. ER paid	N/A	<u>Cost To City per EE:</u> Life: \$0.162/\$1,000 AD&D: \$0.045/\$1,000 \$50,000 life insurance \$50,000 accidental death & dismemberment. ER paid

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COMBINED LONG TERM AND SHORT TERM DISABILITY	<u>Cost To City per EE:</u> \$0.267 + \$0.69 = \$0.957 per \$100 66 and 2/3 percent of monthly salary.	<u>Cost To City per EE:</u> \$0.267 + \$0.69 = \$0.957 per \$100 66 and 2/3 percent of monthly salary.	<u>Cost To City per EE:</u> \$0.267 + \$0.69 = \$0.957 per \$100 66 and 2/3 percent of monthly salary.	<u>Cost To City per EE:</u> \$0.267 + \$0.69 = \$0.957 per \$100 66 and 2/3 percent of monthly salary.	<u>Cost To City per EE:</u> N/A	66 and 2/3 percent of monthly salary provided by PORAC – The cost of insurance plan is included in employee’s salary. The employee then pays the monthly premium by payroll deduction. \$22.60 per month.
VACATION	0 – 4 yrs: 96 hours 5 – 9 yrs: 120 hours 10 – 15 yrs: 144 hours 16 – 19 yrs: 160 hours 20 + yrs: 176 hours On June 30 th of each year, the City shall automatically convert to cash all vacation leave accrual hours in excess of 240 and deposit the cash balance into the individual member’s previously established City-sponsored investment acct	0 – 4 yrs: 96 hours 5 – 9 yrs: 120 hours 10 – 15 yrs: 144 hours 16 – 19 yrs: 160 hours 20 + yrs: 176 hours On June 30 th of each year, the City shall automatically convert to cash all vacation leave accrual hours in excess of 240 and deposit the cash balance into the individual member’s previously established City-sponsored investment acct.	0 – 4 yrs: 96 hours 5 – 9 yrs: 120 hours 10 – 15 yrs: 144 hours 16 – 19 yrs: 160 hours 20 + yrs: 176 hours	0 – 4 yrs: 96 hours 5 – 9 yrs: 120 hours 10 – 15 yrs: 144 hours 16 – 19 yrs: 160 hours 20 + yrs: 176 hours	0 – 4 yrs: 96 hours 5 – 9 yrs: 120 hours 10 – 15 yrs: 144 hours 16 – 19 yrs: 160 hours 20 + yrs: 176 hours Prorated rate based on hours worked.	0 – 4 yrs: 96 hours 5 – 9 yrs: 120 hours 10 – 15 yrs: 144 hours 16 – 19 yrs: 160 hours 20 + yrs: 176 hours
HOLIDAYS	11 Observed holidays, plus 2 floating holidays.	11 Observed holidays, plus 2 floating holidays.	11 Observed holidays, plus 2 floating holidays.	11 Observed holidays, plus 2 floating holidays.	11 Observed holidays, plus 2 floating holidays.	13 holidays per year if required to work holidays. In lieu of cash payment ee’s shall receive 104 holiday comp hours.
ADDITIONAL HOLIDAYS	3-5 unpaid holidays during the Christmas week and as designated by the City.	3-5 unpaid holidays during the Christmas week and as designated by the City.	3-5 unpaid holidays during the Christmas week and as designated by the City.	3-5 unpaid holidays during the Christmas week and as designated by the City.	3-5 unpaid holidays during the Christmas week and as designated by the City.	N/A
SICK LEAVE ACCRUAL	8 hours for each month of employment (96 hours per year).	8 hours for each month of employment (96 hours per year).	8 hours for each month of employment (96 hours per year).	8 hours for each month of employment (96 hours per year).	8 hours for each month of employment (96 hours per year).	1 day for each month of employment, with a maximum accrual of 2000 hours. 8 hours per month for a total of 96 hours annually.
EMPLOYEE ASSISTANCE PROGRAM	MHN. 8 visits per issue per family unit. Counseling and referral services. <u>Cost to City per EE:</u> \$4.00/mo. X 3 months	MHN. 8 visits per issue per family unit. Counseling and referral services. <u>Cost to City per EE:</u> \$4.00/mo. X 3 months	MHN. 8 visits per issue per family unit. Counseling and referral services. <u>Cost to City per EE:</u> \$4.00/mo. X 3 months	MHN. 8 visits per issue per family unit. Counseling and referral services. <u>Cost to City per EE:</u> \$4.00/mo. X 3 months	MHN. 8 visits per issue per family unit. Counseling and referral services. <u>Cost to City per EE:</u> \$4.00/mo. X 3 months	MHN. 8 visits per issue per family unit. Counseling and referral services. <u>Cost to City per EE:</u> \$4.00/mo. X 3 months

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EDUCATION REIMBURSEMENT	There will be a total of \$30,000 allocated to the Education Reimbursement Program for all City employee groups. Each reimbursement is not to exceed \$3,500 per fiscal year. Funds are allocated on a first come-first served basis.	There will be a total of \$30,000 allocated to the Education Reimbursement Program for all City employee groups. Each reimbursement is not to exceed \$3,500 per fiscal year. Funds are allocated on a first come-first served basis.	There will be a total of \$30,000 allocated to the Education Reimbursement Program for all City employee groups. Each reimbursement is not to exceed \$3,500 per fiscal year. Funds are allocated on a first come-first served basis.	There will be a total of \$30,000 allocated to the Education Reimbursement Program for all City employee groups. Each reimbursement is not to exceed \$3,500 per fiscal year. Funds are allocated on a first come-first served basis.	There will be a total of \$30,000 allocated to the Education Reimbursement Program for all City employee groups. Each reimbursement is not to exceed \$3,500 per fiscal year. Funds are allocated on a first come-first served basis.	There will be a total of \$30,000 allocated to the Education Reimbursement Program for all City employee groups. Each reimbursement is not to exceed \$3,500 per fiscal year. Funds are allocated on a first come-first served basis.
EDUCATION INCENTIVE PAY	N/A	N/A	Associates Degree: \$50.00 Bachelors Degree: \$100.00 Masters Degree: \$150.00 Paid in 24 bi-weekly installments.	Associates Degree: \$50.00 Bachelors Degree: \$100.00 Masters Degree: \$150.00 Paid in 24 bi-weekly installments.	N/A	Intermediate POST Cert: 2.5% of base wage AA Degree: 3% of base wage Advanced POST Certificate: 3.5% of base wage Bachelor of Art Degree: 4% of base wage Paid per month.
COMPUTER LOAN	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 \$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.	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.
LONGEVITY PAY	Eligible after: 7 years of service: \$200.00 10 years of service: \$300.00 14 years of service: \$400.00 16 years of service: \$500.00	Eligible after: 10 years of service: \$125.00 15 years of service: \$175.00 20 years of service: \$225.00 25 years of service: \$275.00	Eligible after: 10 years of service: \$125.00 15 years of service: \$175.00 20 years of service: \$225.00 25 years of service: \$275.00	Eligible after: 10 years of service: \$125.00 15 years of service: \$175.00 20 years of service: \$225.00 25 years of service: \$275.00	Eligible after: 10 years of service: \$125.00 15 years of service: \$175.00 20 years of service: \$225.00 25 years of service: \$275.00	Eligible after: 10 years: 3% of Salary 15 years: Add'l 2% of salary 18 years: Add'l 1.5% of salary 20 years: Add'l 1.5% of salary
AUTOMOBILE	The City provides an unmarked vehicle to Police Department Command staff.	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.

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UNIFORM ALLOWANCE	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.	Public Safety Confidential Employees shall receive Uniform pay equal to the Highest amount that Received by members of any Public Safety Bargaining Unit within the City.	N/A	City provides uniform and cleaning of uniform at no cost to employee. Non-sworn police personnel will receive \$500 annually at \$250 on the second pay period in January and \$250 on the second pay period in July.	City provides uniform at no cost to employee. Non-sworn police personnel will receive \$500 annually at \$250 on the second pay period in January and \$250 on the second pay period in July.	\$900 annually via supplemental check at \$450 on the second pay period in January and \$450 on the second pay period in July to sworn personnel with at least one year of service.
CALLBACK PAY	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.
SHIFT DIFFERENTIAL PAY	N/A	N/A	N/A	N/A	N/A	3% of base salary for Swing and/or Relief shift 5% of base salary for Graveyard shift