

EMPLOYEE UNIT BENEFIT SUMMARY
SEA, CONFIDENTIAL, SEIU, PSOA, COA
 Revised January 2010

BENEFITS

	SEA	CONFIDENTIAL	SEIU	PSOA	COA
Contract Term	07/01/08 – 06/30/12	N / A	07/01/08 – 06/30/12	07/01/06 – 06/30/12	03/20/07 – 12/31/12
PERS Retirement				PSOIT 2.7% @ 55 Misc. Employee Rate 8% (7% pd by City, 1% pd by Employee) EPMC 7%	2.7% @ 55 Misc. Employee Rate 8% (7% pd by City, 1% pd by Employee) EPMC 7%
City Contribution Rate:	2.7% @ 55 Misc. Employee Rate 8% (7% pd by City, 1% pd by Employee) EPMC 7%	2.7% @ 55 Misc. Employee Rate 8% (7% pd by City, 1% pd by Employee) EPMC 7%	2.7% @ 55 Misc. Employee Rate 8% (7% pd by City, 1% pd by Employee) EPMC 7%	PSOA 3% @ 50 Safety EE 11.25% pd by City 9% EPMC	
*Misc – 15.251%					
*Safety – 29.836%					
*FY 2009 / 2010 Rate					
City Contribution Toward Medical	Bi-Weekly \$261.05	Bi-Weekly \$261.05	Bi-Weekly \$143.58	Bi-Weekly \$237.69 towards medical, vision, supplemental life / AD&D	Bi-Weekly \$237.69 towards medical, vision, supplemental life / AD&D
City Contribution Toward Cafeteria Benefit	Bi-Weekly \$271.70	Bi-Weekly \$271.70	Based on weekly paid hours pursuant to SEIU MOU. Pages 23 & 24		
Medical Plans	Blue Shield, HMO Blue Shield Net Value Kaiser, HMO PERS Choice, PPO PERS Select, PPO PERSCare, PPO	Blue Shield, HMO Blue Shield Net Value Kaiser, HMO PERS Choice, PPO PERS Select, PPO PERSCare, PPO	Blue Shield, HMO Blue Shield Net Value Kaiser, HMO PERS Choice, PPO PERS Select, PPO PERSCare, PPO	Blue Shield, HMO Blue Shield Net Value Kaiser, HMO PERS Choice, PPO PERS Select, PPO PERSCare, PPO PORAC, PPO	Blue Shield, HMO Blue Shield Net Value Kaiser, HMO PERS Choice, PPO PERS Select, PPO PERSCare, PPO PORAC, PPO
Dental Core Plans	Delta PPO Delta DHMO	Delta PPO Delta DHMO	Delta PPO Delta DHMO	<i>Administered through PSOA. Please contact the Association for specific plan details.</i>	<i>Administered through PSOA. Please contact the Association for specific plan details.</i>
 Dental Buy-up Plan <i>Employee pays for the difference between core coverage and buy-up coverage. Cost to the employee represents the bi-weekly difference between core coverage and buy-up option cost.</i>	EE Only – \$8.26 EE+1 - \$14.93 EE Family - \$20.63	EE Only – \$8.26 EE+1 - \$14.93 EE Family - \$20.63	EE Only – \$6.29 EE+1 - \$11.24 EE Family - \$15.72		
Vision Core Plan	City pays up to EE+1 VSP - \$15.00 co-pay	City pays up to EE+1 VSP - \$15.00 co-pay	City pays up to EE+1 VSP - \$15.00 co-pay	VSP - \$15.00 co-pay Enrollment is Mandatory	VSP - \$15.00 co-pay Enrollment is Mandatory
 Vision Buy-up Plan <i>Employee pays for the difference between core coverage and buy-up coverage. Cost to the employee represents the bi-weekly difference between core coverage and buy-up option cost.</i>	EE Only - \$.96 EE+1 - \$1.53 EE Family - \$2.30	EE Only - \$.96 EE+1 - \$1.53 EE Family - \$2.30	EE Only - \$.96 EE+1 - \$1.53 EE Family - \$2.30	EE Only - \$.96 EE+1 - \$1.53 EE Family - \$2.30	EE Only - \$.96 EE+1 - \$1.53 EE Family - \$2.30

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BENEFITS CONTINUED					
	SEA	CONFIDENTIAL	SEIU	PSOA	COA
EAP Employee Assistance Program	MHN Managed Health Network 7 visits per incident	MHN Managed Health Network 7 visits per incident	MHN Managed Health Network 7 visits per incident	MHN Managed Health Network 7 visits per incident	MHN Managed Health Network 7 visits per incident
Cash in-lieu of Medical	Bi-Weekly range of \$38.00 to \$98.50	Bi-Weekly range of \$38.00 to \$98.50	Bi-Weekly \$23.08	Bi-Weekly range of \$23.08 to \$57.69	Bi-Weekly range of \$16.15 to \$57.69
Basic Life Ins. & AD&D Life - \$.13 per \$1,000 of coverage AD&D - \$.02 per \$1,000 of coverage	1XAnnual Salary Fully paid by City	1XAnnual Salary Fully paid by City	N / A	1XAnnual Salary Fully paid by City	1XAnnual Salary Fully paid by City
Supplemental Life Ins. and AD&D (Voluntary – Paid by EE) \$.22 per \$1,000 of coverage	1XAnnual Salary to a combined basic & supp. maximum of \$175,000	1XAnnual Salary to a combined basic & supp. maximum of \$175,000	N / A	1XAnnual Salary to a combined basic & supp. maximum of \$175,000	1XAnnual Salary to a combined basic & supp. maximum of \$175,000
LTD Pays 67% of wages up to \$11,000/mo. \$.625 per \$100 of covered payroll	Fully paid by City	Fully paid by City	N / A	Administered by PSOA. \$19.00 / month paid by City	Fully paid by City
State Disability Insurance SDI Paid Family Leave	N / A	N / A	*Employee's contribution is 0.8% of wages up to \$79,418 *Rates as of 2009. <i>Rates subject to change</i>	N / A	N / A
Flexible Spending Accounts: City pays Mo. Admin. fee of \$5.00 per EE per month.	Dependent Care and Health Care Reimbursement accounts.	Dependent Care and Health Care Reimbursement accounts.	Dependent Care and Health Care Reimbursement accounts.	Dependent Care and Health Care Reimbursement accounts.	Dependent Care and Health Care Reimbursement accounts.
DEFERRED COMPENSATION					
Deferred Comp 457 Plans	Three 457 plans to choose from: ICMA Nationwide CalPERS	Three 457 plans to choose from: ICMA Nationwide CalPERS	Three 457 plans to choose from: ICMA Nationwide CalPERS	Three 457 plans to choose from: ICMA Nationwide CalPERS	Three 457 plans to choose from: ICMA Nationwide CalPERS
LEAVES					
Bereavement	40 hrs available upon hire	40 hrs available upon hire	21 hrs available upon hire	40 hrs after 6 months of service	40 hrs after 6 months of service
Disability Leave	40 hrs for first 26 pay periods of service. After 26 pay periods, 90 calendar days per disability @ full pay.	After 26 pay periods of service, employee receives full pay beginning with hour 81 through 90 calendar days per disability.	N / A Qualifies under SDI	40 hrs for first 26 pay periods of service. After 26 pay periods, 90 calendar days per disability @ full pay.	40 hrs for first 26 pay periods of service. After 26 pay periods, 90 calendar days per disability @ full pay.

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Emergency Family Leave	N / A	N / A	N / A	After 1 year of service Up to 8 hrs per shift per emergency	Up to 8 hrs. per shift per emergency.
LEAVES CONTINUED					
	SEA	CONFIDENTIAL	SEIU	PSOA	COA
Employee Emergency Relief Fund	Employees donate hours to co-workers for the purpose of emergency leave.	Employees donate hours to co-workers for the purpose of emergency leave.	Employees donate hours to co-workers for the purpose of emergency leave.	Employees donate hours to co-workers for the purpose of emergency leave.	Employees donate hours to co-workers for the purpose of emergency leave.
Floating Holiday	30 hrs per calendar yr	20 hrs per calendar yr	N / A	20 hrs for applicable assignments only	20 hrs per calendar yr
Holidays	11 days	11 days	0-4 yrs. = 8 hrs 5-9 yrs. = 16 hrs 10+ yrs. = 32 hrs	11 days for applicable assignments only. Others receive in-lieu of holiday pay.	N / A Receives in-lieu of holiday pay.
Jury Leave	Full pay while serving on Jury Duty.	Full pay while serving on Jury Duty.	Full pay while serving on Jury Duty based on scheduled hrs.	Full pay while serving on Jury Duty.	Full pay while serving on Jury Duty.
Medical Appt. Leave	N / A	N / A	N / A	Up to 2 hrs per daily work schedule	After 1 year of service Up to 2 hrs per daily work schedule
Military Leave	Pursuant to State & Federal law May qualify for supplemental City benefit.	Pursuant to State & Federal law May qualify for supplemental City benefit.	Pursuant to State & Federal law May qualify for supplemental City benefit.	Pursuant to State & Federal law May qualify for supplemental City benefit.	Pursuant to State & Federal law May qualify for supplemental City benefit.
PTO Accrual	N / A	Per Pay Period 0 - 1 yr = 5.5 hrs 1 - 5 yrs = 6.5 hrs 5-10 yrs = 8.0 hrs 10-25 yrs = 9.5 hrs 25+ yrs = 11.0 hrs Maximum = 700 hours	Per Pay Period 0-1000 hrs, .085 hr 1001-2500 hrs, .094 hr 2501+hrs, .119 hr Maximum 257 hours	N / A	N / A
Personal Business Leave	10 hours per calendar year	N / A	N / A	N / A	N / A
Vacation Accrual	Per Pay Period: 1- 5 yrs = 3.4 hrs 5- 10 yrs = 5.0 hrs 10-20 yrs = 6.5 hrs 20-25 yrs = 7.0 hrs 25 + yrs = 8.0 hrs maximum 500 hours	N / A	N / A	Per Pay Period 1- 5 yrs = 3.4 hrs 5-10 yrs = 5.0 hrs 10-20 yrs = 6.5 hrs 20-25 yrs = 7.0 hrs 25+ yrs = 8.0 hrs maximum = 400 hours	Per Pay Period: 1- 5 yrs = 3.4 hrs 5-10 yrs = 5.0 hrs 10-20 yrs = 6.5 hrs 20-25 yrs = 7.0 hrs 25 + yrs = 8.0 hrs maximum = 400 hours
Worker's Comp	90 days salary continuance	90 days salary continuance	As determined by law	Safety – 4850 time as determined by law	90 days salary continuance
PREMIUMS					
Bilingual Pay	\$60 month	\$60 month	\$35 month	\$25 or \$50 month depending on skill level	\$25 or \$50 month depending on skill level

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Call Back Pay	Minimum 2 hrs at overtime rate	N / A	N / A	Minimum 2 hrs at overtime rate	Minimum 2 hrs at overtime rate
Call Out Pay	Minimum 1.4 hrs at overtime rate	N / A	N / A	N / A	N / A
PREMIUMS CONTINUED					
	SEA	CONFIDENTIAL	SEIU	PSOA	COA
Canine Handler	N / A	N / A	N / A	½ hr per day @ \$7.50 per hr	N / A
Certification Pay	2.5% Field Services 2.5% WPCP	N / A	N / A	N / A	1.5% Emergency Dispatcher Certification
Clothing Allowance	N / A	N / A	N / A	\$50 month Fire Prevention, Detectives, BPS, OES only	N / A
Confidential Premium	N / A	3.5%	N / A	N / A	N / A
Court Pay	Minimum 4 hrs at overtime rate	N / A	N / A	Minimum 4 hrs at overtime rate	N / A
Driver's License Compensation	\$75 month for Class A /B license	N / A	N / A	N / A	N / A
Driver's License Reimbursement	Difference between cost for a Class A / B license and cost of Class C license	N / A	N / A	N / A	N / A
Educational Incentive	N / A	N / A	N / A	2 ½% for Bachelor's Degree at completion of Step 5 5% for Master's Degree at completion of Step 5	N / A
Hazardous Duty	2%	N / A	N / A	N / A	N / A
In-Lieu of Holiday	N / A	N / A	N / A	4.15 hrs per pay period at regular rate (for applicable positions)	3.39 hrs per pay period at regular rate
Out of Class	5% or first step of the higher level position, whichever is greater	5% or first step of the higher level position, whichever is greater	5% or first step of the higher level position, whichever is greater	5%	5% or first step of the higher level position, whichever is greater
Safety Glasses <i>Only if position requires</i>	Yes, paid by City	Yes, paid by City	Yes, paid by City	Yes, paid by City	Yes, paid by City
Safety Shoes	\$200 per fiscal year	\$200 per fiscal year	\$165 per fiscal year	N / A	N / A
Special Assignment Pay	N / A	N / A	N / A		N / A

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				3.7 hrs per pay period at regular rate on selected assignments	
Special Limited Duty Project	N / A	N / A	N / A	5% Minimum of 2 weeks to maximum of 3 months.	N / A
Stand By Pay	Varies, refer to MOU. Page 12	N / A	N / A	½ straight time rate	N / A
PREMIUMS CONTINUED					
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Temporary Position Reassignment	N / A	N / A	N / A	4.625%	N / A
Tool Allowance	For eligible classifications Allowance varies, refer to MOU Page 26	N / A	N / A	N / A	N / A
Trainer Compensation	N / A	N / A	N / A	N / A	5% while assigned as trainer (CTO)
Tuition Reimbursement	10-50-100% reimbursed based on relatedness to position. Reimbursed at San Jose State fee rate. \$100 per term book fee reimbursement.	10-50-100% reimbursed based on relatedness to position. Reimbursed at San Jose State fee rate. \$100 per term book fee reimbursement.	10-50-100% reimbursed based on relatedness to position. Reimbursed at San Jose State fee rate. \$100 per term book fee reimbursement.	10-50-100% reimbursed based on relatedness to position. Reimbursed at San Jose State fee rate. \$50 per term book fee reimbursement.	10-50-100% reimbursed based on relatedness to position. Reimbursed at San Jose State fee rate. \$50 per term book fee reimbursement.
Voluntary Response Pay	N / A	N / A	N / A	(6:00AM – 10:00PM) Minimum 2 hrs at OT rate (10:00PM – 6:00AM) Minimum 4 hrs at OT rate	N / A