

Benefit Category	SEIU Local 790	Unrepresented Employees	Emeryville Police Officers Association	International Association of Firefighters Local 55	Hourly Unrepresented (Temp)
<b>Contract Effective Date</b>	July 1, 2003	Pay & Benefits Plan July 1, 2006	July 1, 2005	July 1, 2006	Not applicable
<b>Contract Expires</b>	June 30, 2007	Not Applicable	June 30, 2007	June 30, 2011	Not applicable
<b>PERS PERS Formula and Employer Rates:</b>	<b>2% at 55 Employer Rate: 9.619% Member rate: 7% (City paid)</b>	<b>2% at 55 Employer Rate: 9.619 Member rate: 7% (City Paid)</b>	3% at 55 Employer Rate: 31.294 Employee Rate: 9% (EE paid)	3% at 50 Employer Rate: 42.959 Member rate: 9% (EE paid)	Not applicable
<b>Long Term Disability</b>	City paid, 60% of monthly, up to \$10,000, less other income	City paid, 60% of monthly, up to \$10,000, less other income. Cover Safety Management employees.	N/A	N/A	Not applicable
<b>MEDICAL</b>	\$1006.12/mo Family \$773.93/mo 2-Party \$386.98/mo Single	\$1006.12/mo Family \$773.93/mo 2-Party \$386.98/mo Single	\$1006.12/mo Family \$773.93/mo 2-Party \$386.98/mo Single	\$1006.12/mo Family \$773.93/mo 2-Party \$386.98/mo Single	Not applicable
<b>Cash in Lieu of Medical (Required proof of coverage)</b>	City pays 1/2 of the 2-Party medical cap, currently \$353.54 paid as salary or Deferred Comp.Plan	City pays 1/2 of the 2-Party medical cap, currently \$353.54 paid as salary or Deferred Comp.Plan	City pays 1/2 of the 2-Party medical cap, currently \$353.54 paid as salary or Deferred Comp.Plan	City pays 1/2 of the 2-Party medical cap, currently \$353.54 paid as salary or Deferred Comp.Plan	Not applicable
<b>MEDICARE (Applies to those hired on or after 3/31/86)</b>	City pays 1.45% and Employee pays 1.45% on all earnings	City pays 1.45% and Employee pays 1.45% on all earnings	Not applicable	Not Applicable	City pays 1.45% and Employee pays 1.45% on all earnings
<b>DENTAL (City's Self-Insured Plan)</b>	\$113.80/mo Family Rate \$ 80.32/mo 2-Party Rate \$ 43.14/mo Single	\$113.80/mo Family Rate \$ 80.32/mo 2-Party Rate \$ 43.14/mo Single	\$113.80/mo Family Rate \$ 80.32/mo 2-Party Rate \$ 43.14/mo Single	\$113.80/mo Family Rate \$ 80.32/mo 2-Party Rate \$ 43.14/mo Single	Not applicable
<b>DENTAL (Pacific Care/300 Plan)</b>	\$60.78/mo Family Rate \$38.33/mo 2-Party Rate \$21.56/mo Single	\$60.78/mo Family Rate \$38.33/mo 2-Party Rate \$21.56/mo Single	\$60.78/mo Family Rate \$38.33/mo 2-Party Rate \$21.56/mo Single	\$60.78/mo Family Rate \$38.33/mo 2-Party Rate \$21.56/mo Single	N/A
<b>Life Insurance and AD&amp;D</b>	Group term life insurance equal to the individual employee's annual salary to a maximum of \$50,000. City pays premium.	Group term life insurance equal to employee's base salary (rounded to the next highest \$1,000) to max. of \$175,000. City pays premium	(AD&D) City provides group term life insurance equal to individual employee's annual salary up to 50,000	City pays group term life insurance of \$50,000	N/A
<b>STATE DISABILITY INSURANCE (employee pays premium)</b>	Covered	Covered	Not Covered	Not Covered	Yes
<b>RETIREE HEALTH</b>	Eligibility: 11 or more yrs. of service: Max. Paid by City toward Premiums: Medical \$363/mo. Dental \$46.06/mo. Vision \$8.68/mo.	Eligibility: 11 or more yrs. of service: Max. Paid by City toward Premiums: Medical \$363/mo. Dental \$46.06/mo. Vision \$8.68/mo.	Eligibility: 11 or more yrs. of service: Max. Paid by City toward Premiums: Medical \$363/mo. Dental \$46.06/mo. Vision \$8.68/mo.	Eligibility: Retire from City Max. Paid by City toward Premiums: Medical \$463.25/mo Dental \$ 56.69/mo Vision \$ 10.68/mo	Not applicable
<b>DEFERRED COMPENSATION</b>	457 Plan Available 100% Employee contributions	457 Plan Available 100% Employee contributions	457 Plan Available 100% Employee contributions	457 Plan Available 100% Employee contributions	Not applicable

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<b>DEPENDENT CARE HEALTH CARE (IRC Section 125)</b>	Employee may contribute up to \$5000 per year Employee may contribute up to \$1200 per year	Employee may contribute up to \$5000 per year Employee may contribute up to \$1200 per year	Employee may contribute up to \$5000 per year Employee may contribute up to \$1200 per year	Employee may contribute up to \$5000 per year Employee may contribute up to \$1200 per year	Not applicable
<b>VISION CARE</b>	\$19.71/mo (Eff. 7/1/06)	\$19.71/mo (Eff. 7/1/06)	\$20.65/mo	\$19.71/mo	Not applicable
<b>SICK LEAVE PAYOUT AT SEPARATION</b>	Up to 120 days at the rate of 60% of salary at retirement or separation, provided separation is in good standing	Up to 120 days at the rate of 60% of salary at retirement or separation, provided separation is in good standing	Payment for up to 960 hours at the rate of 60% of salary rate (minus employee's 9% PERS contribution.)	56 hr/week employees: City pays at rate of 55.8% of a max. of 1440 hours, times EE's hourly rate.  40/week employees: City pays at rate of 55.8% of a max. of 960 hours, times the EE's hourly rate.	?

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<b>Uniform, Shoe, Tool Allowance</b>	Public Works Mtce. Staff: Uniforms - \$300/year, as needed Safety shoes - \$250/year, as needed  ----- Police Services Technician Admin. Analyst (Police) Admin. Secretary (Fire Dept only): Allowance upon hire: \$250 Annual allowance - \$425	Safety Management receive allowance comparable to that provided sworn subordinate staff.	\$825 upon Hire \$825/yr paid in 2 installments (March & October)	\$825/yr, paid in two equal payments in January and July	Not applicable
<b>PREMIUM DIFFERENTIALS PAY</b>		N/A	Canine Handler: 5% of base pay	Paramedic Pay: 10% of Firefighter base pay	Not applicable
<b>SHIFT DIFFERENTIAL</b>	N/A	N/A	N/A	N/A	
<b>MILEAGE</b>	Standard IRS mileage rate- \$0.485 per mile effective January 1, 2007				
<b>STANDBY PAY</b>	N/A	N/A	1/2 regular hourly rate for hours in Standby, not to exceed 12 consecutive hours	Not Applicable	Not applicable
<b>CALL BACK PAY</b>	Employee shall be credited with unused vacation hours and given opportunity to take remaining vacation leave at employees choice. Or may be compensated per Departmental rules, policies or MOU.	unable to locate	Employee shall be credited with unused vacation hours and given opportunity to take remaining vacation leave at employees choice. Or may be compensated per Departmental rules, policies or MOU.	Not Applicable	
<b>TRAINING PAY</b>	Training Differential: PSTs receive 5% of Base pay when assigned to train new employee	N/A	Field Training Officer - 5.5% of base pay per day worked	Not Applicable	
<b>BILINGUAL PAY</b>	N/A	N/A	N/A	N/A	N/A
<b>ACTING PAY</b>	Min. of 5% paid, on the 3rd consecutive day of 'acting' in higher paid classification. If acting lasts for a consecutive 40 hours, paid acting for entire period worked in higher classification.	Min. of 5% or first step of higher classification provided acting assignment is for three consecutive days.	Paid 'C' step of higher rank- but not less than 5% of base pay.	Employee receives acting pay for 1/2 month or a full month, whichever is closest to the actual time served in acting position, to the applicable Step if the appointment were a permanent promotion.	N/A

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<b>COURT PAY</b>	Receives full pay if subpoenaed for case related to employment. Must assign witness fee (if applicable) to the City.	Receives full pay if subpoenaed for case related to employment. Must assign witness fee (if applicable) to the City.		Employee will receive 1 1/2 rate of regular pay for off duty time spent in court or in attorney conference including travel time.	
<b>LONGEVITY PAY</b>	N/A	N/A			
<b>TUITION REIMBURSEMENT</b>	Employees may be eligible for reimbursement for courses taken and completed with 'C' grade or better. Requires manager approval prior to taking course.	Employees may be eligible for reimbursement for courses taken and completed with 'C' grade or better. Requires manager approval prior to taking course.	Employees may be eligible for reimbursement for courses taken and completed with 'C' grade or better. Requires manager approval prior to taking course.	Employee reimbursed 100% cost of tuition & books for approved classes and certification related to fire service. LIMIT is \$750/year. Paramedics: Limit increases to cover cost to keep up with Paramedic standards of Alameda County Health Services.	Not applicable
<b>EMPLOYEE ASSISTANCE PROGRAM</b>	City pays 3.66/month (as of July 1, 2005)				Not applicable
<b>ALTERNATIVE WORK SCHEDULE/FLEX SCHEDULE</b>	At discretion of Department Head; must be in compliance with Fair Labor Standards Act.	At discretion of Department Head; must be in compliance with Fair Labor Standards Act.	Currently under a pilot (limited) '4/10' plan	Not applicable	Not applicable
<b>WORK WEEK</b>	40 hours/week (Police, P.W. & Comm. Svs.) 35 hours/week (Admin. Offices)	40 hours/week (Police, P.W. & Comm. Svs.) 35 hours/week (Admin. Offices)	40 hours/week	40 hours/week (Admin./Inspector) 56 hours/week (Suppression)	As needed
<b>HOLIDAYS</b>	11 + 2 floating holidays	11 + 2 floating holidays	12 + Employee Birthday	Thirteen, paid at the rate of 12 hours pay for each holiday designated by the City	Not Eligible
<b>SICK LEAVE ACCRUAL &amp; SICK LEAVE ACCRUAL LIMITATION</b>	15 days per year	15 days per year	15 days per year	56 hrs/week schedule: 15 hrs/month (unlimited accrual) 40hrs/week schedule: 10 hrs/month (unlimited accrual)	Not Eligible
<b>SICK LEAVE USE INCENTIVE</b>	Employees with 100 accumulated hours of sick leave as of July 1st of each fiscal year, allowed to use 2 days sick leave to conduct personal business.	Employees with 100 accumulated hours of sick leave as of July 1st of each fiscal year, allowed to use 2 days sick leave to conduct personal business.	None	Accumulation of six 24-hr shifts or 144 hrs of sick leave as of July 1 of the fiscal year will qualify employee to take a maximum of 48 hrs (or 2 shifts) of sick leave to be used for conducting personal business.	Not Eligible
<b>BEREAVEMENT LEAVE</b>	Three days for arrangement/attendance of funeral for 'immediate family' as defined in MOU. When travel (air) required, three (3) additional days (charged to vacation bank) may be granted by the City Manager.	Three days, with extension to a total of Five paid days off, with City Manager approval.	Three days when involving 'immediate family' as defined in MOU. When travel (air) required, two (2) additional days when travel (air) required; approved by Department Head.	Max. of 3 shifts paid leave for the death or critical/terminal illness of any member of immediate family, as defined in MOU.	Not Eligible
<b>ADMINISTRATIVE LEAVE</b>	Not eligible	At discretion of City Manager (and by recommendation of dept. head) select employees may be granted up to 10 days/year Administrative Leave. No carry-over, may be cashed out.	Not eligible	Not eligible	Not eligible

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<b>PARENTAL LEAVE (In addition to FMLA)</b>	Maternity leave - An employee may have five (5) days off with pay for maternity, paternity or adoption.	Paternity leave - granted up to three (3) days off - to be deducted from accrued sick leave	N/A	Granted max of 3 shifts leave for the birth or adoption of a child of employee. Leave will be deducted from employees accrued sick leave balance (This language is obsolete due to FMLA/CFRA)	N/A
<b>Leave of Absence Without Pay:</b>	May be granted leave of absence for up to one year upon approval by the MESA.	May be granted for period not to exceed three (3) consecutive months, if recommended by Dept. Head/approved by City Manager. May be exceeded to a max. of additional 6 mos.	May be granted for period not to exceed three (3) consecutive months, if recommended by Dept. Head/approved by City Manager. May be exceeded to a max. of additional 6 mos.	May be granted for period not to exceed three (3) consecutive months, if recommended by Dept. Head/approved by City Manager. May be exceeded to a max. of additional 6 mos.	N/A
<b>VACATION ACCRUAL Based on Years of Service</b>  For IAFF 55: Only employees with at least 1 year of continuous employment will be entitled to an annual vacation leave.	Employees hired prior to 7/1/99: Up to 10 years: 15 days/year From 11 years to 20 years: 20 days/year From 21st year: 25 days/year	Employees hired prior to 7/1/98: 0 to 9 years: 15 days/year 10 to 20 years: 20 days/year 21+ years: 25 days/year	Employees hired prior to 7/1/00: Up to 10 years: 15 days/year From 11 years to 20 years: 20 days/year From 21st year: 25 days/year	<u>56 hr work week:</u> 0-9 years: 9 shifts 10-15 years: 11 shifts 16-20 years: 12 shifts 21 years +: 14 shifts	
	Employees hired beginning 7/1/99: 0-4 years: 10 days/year 5-9 years: 15 days/year 10-20 years: 20 days/year	Hired between June 30, 1997 and July 1, 1998: 0 to 4 years: 10 days/year 5 to 9 years: 15 days/year 10 to 20 years: 20 days/year 20+ years: 25 days/year	Employees hired beginning 7/1/00: 0-4 years: 10 days/year 5-9 years: 15 days/year 10-20 years: 20 days/year 21 plus years: 25 days/year	<u>40 hr work week:</u> 0-9 years: 15 8-hr shifts 10-15 years: 20 8-hr shifts 16-20 years: 25 8-hr shifts 21 years +: 30 8-hr shifts	
<b>VACATION LIMIT/BALANCE</b>	Not to exceed 2X annual accrual	Not to exceed 2X annual accrual	Not to exceed 2X annual accrual	Not to exceed 2X annual accrual	N/A
<b>PAID PARKING</b>	Free Parking for Employees	Free Parking for Employees	Free Parking for Employees	Free Parking for Employees	Free Parking for Employees
<b>SCHEDULED WAGE INCREASES</b>	2.3% Eff. July 1, 2006	3% Eff. July 1, 2006	2.5% Eff. July 1, 2006 2.5% Eff. January 1, 2007	Contract expired June 30, 2006 Increase: 2.5% January 1, 2007 2.5%	N/A