

<b>Contract Information for Represented Employees</b>	<b>Professional Engineers &amp; Technicians Association (PETA)</b>	<b>Fremont Association of City Employees (FACE) SEIU 1021 &amp; Confidential Employees</b>	<b>Police Department Non-Sworn Teamsters Local 856</b>	<b>Operating Engineers Local 3</b>	<b>Fire Safety IAFF Local 1689</b>	<b>Battalion Chiefs IAFF Local 1689</b>	<b>Police Association (FPA)</b>
<b>Contract Date</b>	7/1/07 - 6/30/09	7/1/07 - 6/30/09	7/1/07 - 6/30/09	7/1/07 - 6/30/09	7/1/07 - 6/30/09	3/1/04 - 6/30/08	7/1/07 - 6/30/09
<b>Most Recent COLA Increase</b>	6/24/07 - 5% (4% COLA & 1% Equity)	6/24/07 - 4%	6/24/07 - 4%	6/24/07 - 4%	6/24/07 - 6% (4% COLA & 2% Market)	6/24/07 - 6% (4% COLA & 2% Market)	6/24/07 - 6% (4% COLA & 2% Market)
<b>Next COLA Increase</b>	6/22/08 - 4%	6/22/08 - 4%	6/22/08 - 4%	6/22/08 - 4%	6/22/2008 - 6% (4% COLA & 2% Market)	To be negotiated	6/22/2008 - 6% (4% COLA & 2% Market)
<b>Previous COLA Increase</b>	6/25/06 - 2.9%	6/25/06 - 2.9%	6/25/06 - 2.9%	6/25/06 - 2.9%	6/25/06 - 2.9%	6/25/06 - 2.9%	10/15/06 - 2.9%
<b>PERS Retirement Plan Single Highest Year Survivor Benefit</b>	2.5% @ 55	2.5% @ 55	2.5% @ 55	2.5% @ 55	3% @ 50	3% @ 50	3% @ 50
<b>City Contribution</b>	4th Level	4th Level	4th Level	4th Level	3rd Level	3rd Level	3rd Level
<b>Employee Contribution - Deductions IRS 414 (h2)</b>	18.753%	18.753%	18.753%	18.753%	28.642%	28.642%	28.642%
<b>Deferred Compensation</b>	8%	8%	8%	8%	9%	9%	9%
<b>City Contribution to 401 (a)</b>	Voluntary - employee paid	Voluntary - employee paid	Voluntary - employee paid	Voluntary - employee paid	Voluntary - employee paid	Voluntary - employee paid	Voluntary - employee paid
<b>Car Allowance</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Uniform Allowance</b>	N/A	\$23.08 or \$28.85 bi-weekly depending on classification (see MOU for details)	\$550, \$650, or \$700 annually depending on classification (see MOU for details)	N/A	\$450 annually	\$450 annually	\$1,500 annually
<b>Shoe Allowance</b>	\$175 bi-annually	N/A	N/A	\$175 annually	N/A	N/A	N/A
<b>Tool &amp; Gloves Allowance</b>	N/A	N/A	N/A	Tools-\$500 annually Gloves-\$50 annually	N/A	N/A	N/A

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<b>Educational Incentive Pay</b>	N/A	N/A	N/A	N/A	Level 1 - \$29.54 bi-weekly Level 2 - \$59.08 bi-weekly Level 3 - \$100.62 bi-weekly (see MOU for details)	Level 1 - \$64/mo Level 2 - \$128/mo Level 3 - \$218/mo (see MOU for details)	Level - 2.5% of base pay Level 2 - 5% of base pay with add'l 2.5% after 8 yrs (see MOU for details)
<b>Training Pay</b>	N/A	5% of base pay - 5 days minimum	5% of base pay	N/A	\$150/mo	N/A	FTO - 5% of base pay
<b>Acting Pay</b>	Greater of first step of higher class or 5% - 5 day min. Greater of bottom of salary range or 10% of base pay for acting in a management class - 5 day min.	Greater of first step of higher class or 5% - 5 day min. Greater of bottom of salary range or 10% of base pay for acting in a management class - 5 day min.	Greater of first step of the higher class or 5% - 5 day minimum cumulative over fiscal year	Greater of first step of the higher class or 5% - 5 day minimum cumulative over fiscal year	5% of base pay (see MOU for details)	5% of base pay (see MOU for details)	Greater of first step of higher class or 5% of base pay after 40 hr minimum - cumulative over fiscal year
<b>Specialty Pay</b>	N/A	Professional License Pay - Counselor & Case Managers \$150/mo for license as LCSW, LMFT, PHN, or clinical psychologist	Administrative Assignment Pay - 5% of base pay while on 40 hr schedule 40 hr schedule - 3.72% of base pay  Crime Scene Specialist - 5% of base pay	Asphalt Paver/Grinder Pay - 5% of base pay during paving season  Control Systems Pay - 10% of base pay (see MOU for details)  HVAC or Electrical - 5% of base pay (see MOU for details)	Maintenance of Licenses & Certifications - \$2,500 bi-annually Staff Assignment 40 hr schedule - 7.5% of base pay  Staff Captain - 17.5% of base pay  Tiller Pay - \$.0625 hr EMT Pay - 2.5% of base pay Paramedic Pay - 10% of step 5 firefighter Haz Mat Pay - 5% of base pay	Staff Assignment 40 hr schedule - 7.5% of base pay  EMT Pay - \$60/mo	Specialist Pay - 5% of base pay for specific assignments (see MOU for details) Administrative Officer Pay - 10% of base pay  Bilingual Pay - \$100/mo

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<b>Tuition Reimbursement</b>	\$3,000 max per EE per fiscal yr for college courses: \$1,000 per EE per fiscal year for Cert programs or CEUs. EE total benefit not to exceed \$3,000 per fiscal year.	\$1,200 per EE per fiscal year. Total per bargaining unit \$20,000 per fiscal year.	\$1,200 per EE per fiscal year. Total per bargaining unit \$7,500 per fiscal year	\$600 per EE per fiscal year	N/A	N/A	N/A
<b>Call Back Pay</b>	2 hrs @ 1.5 OT	2 hrs @ 1.5 OT	2 hrs @ 1.5 OT	2 hrs @ 1.5 OT	3 hrs @ 1.5 OT; 4 hrs @ 1.5 OT for Fire Investigators (see MOU for details)	3 hrs @ 1.5 OT (see MOU for details)	2 hrs @ 1.5 OT
<b>Stand By Pay</b>	Base Pay for each hr standing by 1 hr for <8 hrs 2 hrs for >8-16 hrs 3 hrs for >16-24 hrs	N/A	N/A	N/A	N/A	N/A	\$100 week for investigators
<b>Court Pay</b>	4 hrs @ 1.5 OT if on day off	4 hrs @ 1.5 OT if on day off	4 hrs @ 1.5 OT (see MOU for details)	N/A	N/A	N/A	4 hrs @ 1.5 OT (see MOU for details)
<b>Anniversary Bonus</b>	N/A	One Time Bonus 14 years = \$500 19 years = \$500	One Time Bonus 14 years = \$500 19 years = \$500	One Time Bonus 20 years = \$500	N/A	N/A	N/A
<b>Longevity Pay</b>	N/A	N/A	N/A	N/A	19 yrs - add'l 1.8% of base pay 26 yrs - add'l 5.8 % of base pay 27 yrs - add'l 3% of base pay 28 yrs - add'l 1.4% of base pay	19 yrs - add'l 1.8% of base pay 26 yrs - add'l 5.8% of base pay	19 yrs - add'l 2.5% of base pay 24 yrs - add'l 2.3% of base pay 26 yrs - add'l 4.6% of base pay 27 yrs - add'l 2.3% of base pay 28 yrs - add'l 1.2% of base pay

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<b>City Paid Health Benefits Allowance (HBA) Excess HBA over premium cost paid as taxable ABC Cash (cafeteria plan)</b>	1/1/08 - HBA \$1,289/mo; CalPERS health plans, premiums vary. ABC cash cap \$580/mo	1/1/08 - HBA \$1,060.44/mo; CalPERS health plans, premiums vary. ABC cash cap \$580/mo	8/1/07 - HBA \$1,189/mo; Teamsters health plan. Premium \$1,480.99/mo. ABC cash cap \$580/mo	1/1/08 - HBA as listed below. CalPERS health plans; premiums vary. No ABC cash back if buying medical and/or dental. If EE waiving coverages ABC cash \$580/mo.  HBA: EE = \$621/mo EE+1 = \$1,209/mo Family = \$1,575/mo	1/1/08 - HBA = \$1,073/mo; CalPERS health plans, premiums vary. ABC cash cap \$580/mo	1/1/08 - HBA = \$1,073/mo; CalPERS health plans, premiums vary. ABC cash cap \$580/mo	1/1/08 - HBA = \$1,073/mo; CalPERS health plans, premiums vary. ABC cash cap \$580/mo
<b>Dental Premiums 1/1/08. Delta Dental unless otherwise listed.</b>	Dental coverage paid from the health plan HBA  EE = \$41.60 EE+1 = \$76.48 Family = \$123.16	1-1-08 - Dental HBA - \$148.28  Delta Dental = 148.28/mo composite rate  Pacific Union = \$79.44/mo composite rate  Mandatory enrollment & no ABC cash back.	Coverage included in Teamsters Health Plan	Coverage provided through Operating Engineers. Paid from health HBA. Mandatory enrollment if take medical coverage EE = \$80/mo EE+1 = \$134/mo Family = \$159/mo  Coverage with orthodontics EE = \$98/mo EE+1 = \$154/mo Family = \$179/mo	7/1/07 City contribution \$188.10/mo for dental & LTD, paid to Union	7/1/07 City contribution \$188.10/mo for dental & LTD, paid to Union	7/1/02 City contribution \$143/mo paid to Association
<b>Vision Plan Premiums (VSP) effective 1/1/07 Voluntary enrollment</b>	EE = \$9.30/mo EE+1 = \$14.72/mo Family = \$26.42/mo	EE = \$9.30/mo EE+1 = \$14.72/mo Family = \$26.42/mo	Coverage included in Teamsters Health	Coverage provided through Operating Engineers. May be paid from HBA. Voluntary enrollment. EE = \$ 13/mo EE+1 = \$19/mo Family = \$24/mo	N/A	N/A	N/A

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<b>City Paid Life Insurance - Premium rate effective 1/1/06</b>	\$50,000 coverage \$5.50/mo \$1,500 dep cov \$0.35/mo	\$50,000 coverage \$5.50/mo \$1,500 dep cov \$0.35/mo	\$50,000 coverage \$5.50/mo \$1,500 dep cov \$0.35/mo	\$50,000 coverage \$5.50/mo \$1,500 dep cov \$0.35/mo	\$50,000 coverage \$5.50/mo \$1,500 dep cov \$0.35/mo	\$25,000 coverage \$2.75/mo \$1,500 dep cov \$0.35/mo	\$35,000 coverage \$3.85/mo \$1,500 dep cov \$0.35/mo
<b>Supplemental Life Insurance - Voluntary \$10,000 to \$300,000; employee, spouse, &amp; family coverage available</b>	Employee paid, premium varies by volume & type of coverage	Employee paid, premium varies by volume & type of coverage	Employee paid, premium varies by volume & type of coverage	Employee paid, premium varies by volume & type of coverage	Employee paid, premium varies by volume & type of coverage	Employee paid, premium varies by volume & type of coverage	Employee paid, premium varies by volume & type of coverage
<b>AD&amp;D Insurance - Voluntary amounts vary; employee, spouse, &amp; family coverage available</b>	Employee paid, premium varies by volume & type of coverage	Employee paid, premium varies by volume & type of coverage	Employee paid, premium varies by volume & type of coverage	Employee paid, premium varies by volume & type of coverage	Employee paid, premium varies by volume & type of coverage	Employee paid, premium varies by volume & type of coverage	Employee paid, premium varies by volume & type of coverage
<b>Long Term Disability Insurance - premiums effective 1/1/06</b>	Monthly benefit max is 2/3 of base salary to \$10,000/mo. Premium is \$.72 per \$100 of base salary. Max covered salary is \$15,000/mo. Voluntary enrollment & employee paid.	Monthly benefit max is 2/3 of base salary to \$10,000/mo. Premium is \$.72 per \$100 of base salary. Max covered salary is \$15,000/mo. Voluntary enrollment & employee paid.	Monthly benefit max is 2/3 of base salary to \$10,000/mo. Premium is \$.72 per \$100 of base salary. Max covered salary is \$15,000/mo. Voluntary enrollment & employee paid.	Monthly benefit max is 2/3 of base salary to \$10,000/mo. Premium is \$.72 per \$100 of base salary. Max covered salary is \$15,000/mo. Voluntary enrollment & employee paid.	Included in dental plan allowance	Included in dental plan allowance	\$48.16/mo per employee paid to Association
<b>Employee Assistance Plan - City paid; premiums effective 2/1/08</b>	\$4.76/mo	\$4.76/mo	\$4.76/mo	\$4.76/mo	\$4.76/mo	\$4.76/mo	\$4.76/mo

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<b>Retiree Medical Reimbursement; amount varies by MOU.</b>	Retired prior to 7/1/06 - \$200/mo	Retired prior to 6/30/07 - \$170/mo	Retired on or after 12/31/93 - \$130/mo	Hired or retired before 1/10/06 - up to \$763/mo; amount varies by retirement date (see MOU for details)	Retired on or before 11/1/99 - \$210.17/mo; surviving spouse paid \$100/mo	Retired on or before 11/1/99 - \$210.17/mo; surviving spouse paid \$100/mo	Retired prior to 8/1/99 0-20 yrs = \$150/mo 20+yrs = \$210.17/mo
<b>Retirees can continue in City plan or utilize other plan and still receive reimbursement.</b>	Hired prior to 7/1/06 & retires on or after 7/1/07 - \$300/mo  Hired on or after 7/1/06 0-5 yrs = \$0 6-10 yrs=\$100/mo 11-19 yrs = \$200/mo  20+yrs = \$300/mo (see MOU for details)	Hired prior to 7/1/07 & retires on or after 7/1/07 - \$300/mo  Hired on or after 7/1/07 0-5 yrs = \$0 6-10 yrs=\$170/mo 11-19 yrs = \$230/mo  20+ yrs = \$300/mo (see MOU for details)	Retired on or after 7/1/05  0-5 yrs = \$0 6-10 yrs=\$130/mo  11-19 yrs = \$140/mo 20+yrs = \$150/mo  Retired on or after 7/1/07 0-5 yrs = \$0 6-10 yrs=\$150/mo 11-19 yrs = \$225/mo 20+yrs = \$300/mo (see MOU for details)	Hired on or after 1/10/06  0-5 yrs = \$0 6-9 yrs=\$200/mo  11-14 yrs =\$382/mo 15-19 yrs = \$572/mo 20+ yrs = \$763/mo	Retired on or after 11/1/99  0-24 yrs = \$10 per service year per mo 25+ yrs = Kaiser 2 party rate in effect at retirement  Surviving Spouse - 10-14 yrs = \$90/mo 15 yrs = \$97.50/mo  16+ yrs = \$100/mo  Can receive up to 10 years of service credit for work with other fire agencies.	Retired on or after 11/1/99  0-24 yrs = \$10 per service year per mo 25+ yrs = Kaiser 2 party rate in effect at retirement  Surviving Spouse - 10-14 yrs = \$90/mo 15 yrs = \$97.50/mo  16+ yrs = \$100/mo  Can receive up to 10 years of service credit for work with other fire agencies.	Retired on or after 8/1/99  0-14 yrs = \$0 15-19 yrs = \$6.50/mo for each yr of service 20-24 yrs = Kaiser single party rate in effect at retirement. 25+ yrs = Kaiser 2 party rate in effect at retirement.  Can receive up to 10 years of service credit for work with other law enforcement agencies.
<b>Vacation Accrual</b>	N/A	N/A	N/A	N/A	56 Hour Schedule 1-5 yrs = 158 hrs 6-10 yrs = 204 hrs 11-15 yrs = 250 hrs 16-20 yrs = 283 hrs 21-26 yrs = 295 hrs 27 yrs = 127 hrs 28 yrs = 41 hrs 29+ yrs = 0 hrs	56 Hour Schedule 1-5 yrs = 158 hrs 6-10 yrs = 204 hrs 11-15 yrs = 250 hrs 16-20 yrs = 283 hrs 21-26 yrs = 295 hrs 27 yrs = 127 hrs	1-5 yrs = 96 hrs 6-9 yrs = 120 hrs 10 yrs = 136 hrs 11-14 yrs = 160 hrs 15-26 yrs = 168 hrs 27 yrs =72 hrs 28 yrs = 24 hrs 29+ yrs = 0 hrs

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<b>Sick Leave Accrual</b>	N/A	N/A	N/A	N/A	12 hrs/mo	12 hrs/mo	8 hrs/mo 24+ yrs of service = 4 hrs per month
<b>Annual General Leave Accrual-general leave hrs accrue based on yrs of service in place of vacation and sick leave hrs</b>	0-5 yrs = 192 hrs 6-10 yrs = 216 hrs 11-15 yrs = 240 hrs 16+ yrs = 264 hrs	<u>FACE</u> 0-5 yrs = 192 hrs 6-10 yrs = 216 hrs 11-15 yrs = 240 hrs 16+ yrs = 264 hrs <u>Confidential</u> 0-5 yrs = 210 hrs 6-10 yrs = 234 hrs 11-15 yrs = 258 hrs 16+ yrs = 282 hrs	0-15 yrs = 192 hrs 6-10 yrs = 216 hrs 11-15 yrs = 240 hrs 16+ yrs = 264 hrs	0-15 yrs = 192 hrs 6-10 yrs = 216 hrs 11-15 yrs = 240 hrs 16+ yrs = 264 hrs	N/A	N/A	N/A
<b>Maximum Accruals - Excess hrs roll over to a sick leave bank</b>	1.5 x annual accrual; rollover maximum to sick leave bank is 520 hrs	1.5 x annual accrual; rollover maximum to sick leave bank is 520 hrs	1.5 x annual accrual; rollover maximum to sick leave bank is 300 hrs	1.5 x annual accrual; rollover maximum to sick leave bank is 350 hrs	2 x annual accrual	2 x annual accrual	3 x annual accrual; rollover maximum to sick leave bank is 1,040 hrs
<b>Leave Liquidation Program</b>	With a minimum leave balance & 19 yrs service can liquidate 40 hrs (see MOU for details)	With a minimum leave balance & 15-18 yrs of service can liquidate 40 hrs; 19+ yrs may liquidate 60 hrs (see MOU for details)	With a minimum leave balance & 15-18 yrs of service can liquidate 40 hrs; 19+ yrs may liquidate 60 hrs (see MOU for details)	With a minimum leave balance & 15-18 yrs of service can liquidate 40 hrs; 19+ yrs may liquidate 60 hrs (see MOU for details)	Sick Leave Incentive (see MOU for details)	Sick Leave Incentive (see MOU for details)	Sick Leave Incentive (see MOU for details)
<b>Floating Holiday (Non-accruable annual, use or lose)</b>	8 hrs	8 hrs	8 hrs	8 hrs	N/A	N/A	8 hrs
<b>Holidays-Annual</b>	12 days paid	12 days paid	12 days paid	12 days paid	144 hrs bank with pay out options (see MOU for details)	144 hrs bank with pay out options (see MOU for details)	96 hrs bank with pay out options (see MOU for details)
<b>Catastrophic Leave Bank - 30 day max, bridges gap to LTD</b>	350 hrs per fiscal yr for bargaining unit	700 hrs per fiscal year for bargaining unit	500 hrs per fiscal year for bargaining unit	500 hrs per fiscal year for bargaining unit	N/A	N/A	N/A
<b>Bereavement Leave</b>	2 days	3 days	3 days	N/A	3 shifts for 56 hr schedule EEs or 5 days for 40 hr schedule EEs	3 shifts for 56 hr schedule EEs or 5 days for 40 hr schedule EEs	Up to 5 days for 40 hr schedule EEs; 4/10 or 4/11 schedule EEs 4 days

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<b>Personal Emergency Leave Bank</b>	Donations of hours from other employees	Donations of hours from other employees	Donations of hours from other employees	Donations of hours from other employees	Donations of hours from other employees	Donations of hours from other employees	N/A

Note: The Human Resources Department has prepared this Benefit Summary for use as a reference tool for staff and other agencies. The information has been compiled using current MOU information and is only a brief summary of benefits. Please see the MOU's for specifics. MOU's are posted on the City's Intranet and Internet sites.

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