

**CITY OF UNION CITY
BENEFITS SUMMARY
AUGUST 2016**

BENEFIT	DEPARTMENT HEADS	MANAGEMENT	POLICE MANAGEMENT	POLICE	PROFESSIONALS	SEIU LOCAL 1021
MOU DATE		01/01/15- 06/30/17	01/01/15- 06/30/17	01/01/15-06/30/17	01/01/15- 06/30/17	01/01/15-06/30/17
PERS RETIREMENT PLAN	<p>Tier 1 - Hired before 11/24/2010 (Classic): 2.5% @55 (highest 12 mos)</p> <p>ER Misc Rate: 20.693% EE Misc Rate: 8.0% (Paid by employee)</p> <p>3.0% cost sharing paid by EE, reimbursed to the City</p> <p>Tier 2 – Hired 11/24/2010 (Classic): 2% @ 60 (highest 36 mos)</p> <p>ER Misc Rate: 20.693% EE Misc Rate: 7.0% (Paid by employee)</p> <p>3.0% cost sharing paid by EE, reimbursed to the City</p> <p>Tier 3 – Hired after 1/1/13 as new members to CalPERS (PEPRA) 2% @ 62 (highest 36 mos)</p> <p>ER Misc Rate: 20.693% EE Misc Rate: 7.0% (Paid by employee)</p> <p>3.0% cost sharing paid by EE, reimbursed to the City</p> <p>For Police Chief, see Police Management</p>	<p>Tier 1 - Hired before 11/24/2010 (Classic): 2.5% @55 (highest 12 mos)</p> <p>ER Misc Rate: 20.693% EE Misc Rate: 8.0% (Paid by employee)</p> <p>3.0% cost sharing paid by EE, reimbursed to the City</p> <p>Tier 2 – Hired 11/24/2010 (Classic): 2% @ 60 (highest 36 mos)</p> <p>ER Misc Rate: 20.693% EE Misc Rate: 7.0% (Paid by employee)</p> <p>3.0% cost sharing paid by EE, reimbursed to the City</p> <p>Tier 3 – Hired after 1/1/13 as new members to CalPERS (PEPRA) 2% @ 62 (highest 36 mos)</p> <p>ER Misc Rate: 20.693% EE Misc Rate: 7.0% (Paid by employee)</p> <p>3.0% cost sharing paid by EE, reimbursed to the City</p>	<p>Tier 1 - Hired before 11/24/2010 (Classic): 3% @50 (highest 12 mos)</p> <p>ER Misc Rate: 19.049% EE Misc Rate: 9.0% (Paid by employee)</p> <p>3.0% cost sharing paid by EE, reimbursed to the City</p> <p>Tier 2 – Hired 11/24/2010 (Classic): 3% @ 55 (highest 36 mos)</p> <p>ER Misc Rate: 16.656% EE Misc Rate: 9.0% (Paid by employee)</p> <p>3.0% cost sharing paid by EE, reimbursed to the City</p> <p>Tier 3 – Hired after 1/1/13 as new members to CalPERS (PEPRA) 2.7% @ 57 (highest 36 mos)</p> <p>ER Misc Rate: 12.082% EE Misc Rate: 11.5% (Paid by employee)</p> <p>0.5% cost sharing paid by EE, reimbursed to the City</p>	<p>For Sworn Personnel, see Police Management</p> <p>Non-Sworn</p> <p>Tier 1 - Hired before 11/24/2010 (Classic): 2.5% @55 (highest 12 mos)</p> <p>ER Misc Rate: 20.693% EE Misc Rate: 8.0% (Paid by employee)</p> <p>0.0% cost sharing paid by EE, reimbursed to the City</p> <p>Tier 2 – Hired 11/24/2010 (Classic): 2% @ 60 (highest 36 mos)</p> <p>ER Misc Rate: 20.693% EE Misc Rate: 7.0% (Paid by employee)</p> <p>0.0% cost sharing paid by EE, reimbursed to the City</p> <p>Tier 3 – Hired after 1/1/13 as new members to CalPERS (PEPRA) 2% @ 62 (highest 36 mos)</p> <p>ER Misc Rate: 20.693% EE Misc Rate: 7.0% (Paid by employee)</p> <p>0.0% cost sharing paid by EE, reimbursed to the City</p>	<p>Tier 1 - Hired before 11/24/2010 (Classic): 2.5% @55 (highest 12 mos)</p> <p>ER Misc Rate: 20.693% EE Misc Rate: 8.0% (Paid by employee)</p> <p>1.5% cost sharing paid by EE, reimbursed to the City</p> <p>Tier 2 – Hired 11/24/2010 (Classic): 2% @ 60 (highest 36 mos)</p> <p>ER Misc Rate: 20.693% EE Misc Rate: 7.0% (Paid by employee)</p> <p>1.5% cost sharing paid by EE, reimbursed to the City</p> <p>Tier 3 – Hired after 1/1/13 as new members to CalPERS (PEPRA) 2% @ 62 (highest 36 mos)</p> <p>ER Misc Rate: 20.693% EE Misc Rate: 7.0% (Paid by employee)</p> <p>1.5% cost sharing paid by EE, reimbursed to the City</p>	<p>Tier 1 - Hired before 11/24/2010 (Classic): 2.5% @55 (highest 12 mos)</p> <p>ER Misc Rate: 20.693% EE Misc Rate: 8.0% (Paid by employee)</p> <p>1.5% cost sharing paid by EE, reimbursed to the City</p> <p>Tier 2 – Hired 11/24/2010 (Classic): 2% @ 60 (highest 36 mos)</p> <p>ER Misc Rate: 20.693% EE Misc Rate: 7.0% (Paid by employee)</p> <p>1.5% cost sharing paid by EE, reimbursed to the City</p> <p>Tier 3 – Hired after 1/1/13 as new members to CalPERS (PEPRA) 2% @ 62 (highest 36 mos)</p> <p>ER Misc Rate: 20.693% EE Misc Rate: 7.0% (Paid by employee)</p> <p>1.5% cost sharing paid by EE, reimbursed to the City</p>

BENEFIT	DEPARTMENT HEADS	MANAGEMENT	POLICE MANAGEMENT	POLICE	PROFESSIONALS	SEIU LOCAL 1021
MEDICAL CAFETERIA PLAN CITY CONTR	PERS Health Plan Max \$1850/mo. (1/1/16) (Includes medical dental and vision) \$2000/mo. (1/1/17)	PERS Health Plan Max \$1850/mo. (1/1/16) (Includes medical dental and vision) \$2000/mo. (1/1/17)	PERS Health Plan Max \$1850/mo. (1/1/16) (Includes medical dental and vision) \$2000/mo. (1/1/17)	PERS Health Plan Max \$1850/mo. (1/1/16) (Includes medical dental and vision) \$2000/mo. (1/1/17)	PERS Health Plans Max \$1850/mo. (1/1/16) (Includes medical dental and vision) \$2000/mo. (1/1/17)	PERS Health Plans Max \$1850/mo. (1/1/16) (Includes medical dental and vision) \$2000/mo. (1/1/17)
EE CONTR	Varies	Varies	Varies	Varies	Varies	Varies
'CASH' IN LIEU OF MED COVR	N/A	N/A	N/A	Money deposited into an ICMA account of biweekly cash payment \$300.00/month	Money deposited into an ICMA account or bi-weekly cash payment \$300.00/month	Money deposited into an ICMA account or bi-weekly cash payment \$300.00/month
EE ONLY						
DENTAL CITY CONTR	Cigna Dental PPO/Cigna DHMO Employee pays: \$19.29/mo. - \$113.72/mo.	Cigna Dental PPO/Cigna DHMO Employee pays: \$19.29/mo. - \$113.72/mo.	Cigna Dental PPO/Cigna DHMO Employee pays: \$19.29/mo. - \$113.72/mo.	Cigna Dental PPO/Cigna DHMO Included in medical contribution	Cigna Dental PPO/Cigna DHMO Included in medical contribution	Cigna Dental PPO/Cigna DHMO Included in medical contribution
VISION CITY CONTR	VSP Employee pays: \$17.98	VSP Employee pays: \$17.98	VSP Employee pays: \$17.98	VSP Included in medical contribution	VSP Included in medical contribution	VSP Included in medical contribution
CITY PAID EE LIFE INS/AD&D	\$100,000	\$100,000	\$100,000	\$50,000	\$25,000	\$50,000
COST TO THE CITY	\$0.165 per \$1,000	\$0.165 per \$1,000	\$0.165 per \$1,000	\$0.165 per \$1,000	\$0.165 per \$1,000	\$0.165 per \$1,000
SUPP LIFE INS	Voluntary	Voluntary	Voluntary	Voluntary	Voluntary	Voluntary
CITY PAID SHORT TERM DISABILITY	Optional to Police Chief; 8 wks max; 8 day elimination period; 55% of earning to max of \$1904/week; integrated with sick leave.	8 wks max; 8 day elimination period; 55% of earning to max of \$1904/week; integrated with sick leave.	N/A	Non-Sworn 8 wks max; 8 day elimination period; 55% of earning to max of \$1904/week; integrated with sick leave.	8 wks max; 8 day elimination period; 55% of earning to max of \$1904/week; integrated with sick leave.	52 wks max; 8 day elimination period; 55% of earnings to max of \$1904/week; integrated with sick leave
CITY CONTR	\$0.00	\$0.00			\$12.50	\$12.50
EE CONTR	Based on employee's salary	Based on employee's salary		Based on employee's salary	EE pays amount over \$12.50	EE pays amount over \$12.50
LONG TERM DISABILITY	60 days elimination period; 60% of earning to max of \$9,000/mo. Premium paid by EE Police Chief pays for CLEA premium.	60 days elimination period; 60% earning to max of \$9,000/mo. Premium paid by EE.	CLEA premium: \$20.75 Premium paid by EE.	Sworn: CLEA premium \$20.75 Premium paid by City. Non-Sworn: 60 days elimination period; 60% earnings up to max of \$9,000/mo. City pays \$16.50; employee pays difference.	60 days elimination period; 60% earning to max of \$9,000/mo. City pay \$12.50/month plus half of any amount over \$12.50/month EE pays half of any amount over \$12.50/month	N/A

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EMPLOYEE ASSISTANCE PROGRAM	City pays (\$2.73/mth.)	City pays (\$2.73/mth.)	City pays (\$2.73/mth.)	City pays (\$2.73/mth.)	City pays (\$2.73/mth.)	City pays (\$2.73/mth.)
DEFERRED COMP 457	Voluntary-EE pays	Voluntary-EE pays	Voluntary-EE pays	Voluntary-EE pays	Voluntary-EE pays	Voluntary-EE pays
DEFERRED COMP 401A CALGOVEBA	Voluntary; City contributes \$100/mo, if EE participates. EE contributions range from 2% to 25% City Contributes \$200/mo. EE can elect to have \$100/mo ER 401a contribution deposited in CALGOVEBA contribution.	Voluntary; City contributes \$100/mo, if EE participates. EE contributions range from 2% to 25%	Voluntary; City contributes \$100/mo, if EE participates. EE contributions range from 2% to 25%	N/A	N/A	N/A
UNIFORM BOOT ALLOWANCE	\$1025/years-Police Chief	Public Works Supt/Supvs: \$160/year Boot Allowance	\$1025/year – paid bi-weekly	\$1025/yr.: Police Officer, Corporal, & Sergeant \$925/yr.: Community Service Aide, Public Services Officer \$825/yr.: Dispatcher, PD Office Coordinator, Police Office Assistant, & Property Clerk	City will reimburse for work boots and safety glasses up to \$160 per year.	\$160/yr. boot allowance: Street Division, Garage Operation and Building & Grounds. \$400/yr. tool allowance for Equip Mechanics & Trainees
EDUCATIONAL INCENTIVE PAY	N/A	N/A	5% of base salary for Master's Degree or 5% for Bachelor's Degree in conjunction with successful completion of POST Command College, FBI, National academy or West Point Leadership Program.	2.5%-7.5% of base salary/mo.	N/A	N/A
TUITION REIMBURSEMENT	\$1500 maximum per fiscal year to cover the cost of the course, upon successful completion. (Prior approval required.)	\$3000 maximum per fiscal year to cover the cost of the course, upon successful completion. (Prior approval required.) Total \$9,000 annual for rep unit.	N/A	N/A	Total \$9,000 annual for rep unit. Reimbursement for the cost of the course upon successful completion (Prior approval required)	\$1500 maximum per fiscal year to cover the cost of the course, upon successful completion (Prior approval required.)
ACTING PAY	N/A	N/A	N/A	5% of salary	5% of salary	5% of salary Call Back Pay: Min 3.hours of pay if called on holiday or weekend; Min 4 hours of pay if called back between midnight and the beginning of regular shift.
FTO/COMM. TRAINING OFFICER PARY	N/A	N/A	N/A	5% of salary	N/A	N/A
CALL BACK	N/A	N/A	N/A	2 hrs @ 1-1/2	2 hrs @ 1-1/2	2 hrs @ 1-1/2
COURT PAY	N/A	N/A	N/A	4 hrs @ 1-1/2	N/A	N/A

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LONGEVITY PAY	5% Longevity following completion of 19 th year total government service.	N/A	5% Longevity following completion of 19 th year of law enforcement as a sworn police officer.	5% Longevity following completion of 19 th year (Eff 1/1/08 for non-sworn)	N/A	N/A
SPECIALTY PAY	N/A	Bilingual \$100/month	N/A	Canine handler 7.5% Investigations 5%; Bilingual \$100/month; CST \$100/wk	Bilingual \$100/month Reimburse for work boots and safety glasses up to \$160 a year.	Maint I:Bldg & Grds-5% (spray oprs) Maint I: 10% sweeper operator Bilingual \$100/month
FURLOUGH	N/A	N/A	N/A	N/A	N/A	N/A
HOLIDAY LEAVE/PAY (1)	10 days 27 hours floaters Police Chief 6.93% of base	10 day, 27 hours floaters	20 hours floaters In lieu of time off for holidays observed by the City, employees will be paid 6.93% of base per pay period.	Sworn: In lieu of time off for holidays observed by the City, each sworn employee shall be paid for seventy-nine (79) hours of the one hundred and sixteen (116) hours of holiday time (3.79% of base pay per pay period) & remaining 37.00 hours credited to holiday bank on 07/01 each year Non-Sworn: In lieu of time off for holidays observed by the City, each non-sworn employee shall be paid for sixty-six (66) hours of the one hundred and sixteen (3.173% of base pay per pay period) & the remaining 50.00 hours credited to holiday bank on 07/01 each year. Dispatchers: 116.00 hours credited to holiday bank on 07/01 each year.	10 days 27 hours floaters	10 days 18 hours floaters
FURLOUGH BETWEEN CHRISTMAS AND NEW YEAR'S	City Hall/Corp Yard closed. Employees can take accrued vacation or time without pay.	City Hall/Corp Yard closed. Employees can take accrued vacation or time without pay.	N/A	N/A	City Hall/Corp Yard closed. Employees can take accrued vacation or time without pay.	City Hall/Corp Yard closed. Employees can take accrued vacation, accrued comp time, or time without pay.
VACATION ACCRUAL	160 hrs added to salary; 0-3 yrs: 40 hours 9-13 yrs: 0 hours 14-18 yrs: 80 hours 19 & over: 120 hours Or based on individual contract.	80 hrs added to salary; 4-8 yrs: 40 hours 9-13 yrs: 80 hours 14-18 yrs: 120 hours 19 & over: 160 hours	80 hrs added to salary; 0-3 yrs. – 0 hours 4-8 yrs: 40 hours 9-13 yrs: 80 hours 14-18 yrs: 120 hours 19 & over: 160 hours	0-3 yrs: 80 hours 4-8 yrs: 100 hours 9-13 yrs: 120 hours 14-18 yrs: 160 hours 19 and over: 200 hours	0-3 yrs: 80 hours 4-9 yrs: 120 hours 10-12 yrs: 136 hours 13-15 yrs: 160 hours 16 and over: 200 hours	0-3 yrs: 80 hours 4-9 yrs: 120 hours 10-12 yrs: 136 hours 13-15 yrs: 160 hours 16 and over: 200 hours
MAX VAC ACCRUAL	Unlimited	2x annual accrual rate	Max 560 hours	2x annual accrual rate	2x annual accrual rate	2x annual accrual rate

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MINIMUM ANNUAL USAGE	N/A	N/A	N/A	N/A	<p>Employees not using at least 40 hours vacation per fiscal year shall have their accumulated vacation allowance charged for the difference between actual vacation leave taken and 40 hours.</p> <p>Employees may sell back up to eighty (80) hours of vacation to the City per fiscal year, provided a minimum of 80 hours of vacation or compensation time off is taken and a minimum 40 hour vacation balance is maintained.</p> <p>Cannot use vac during the first six months except during holiday furlough.</p>	<p>Must take a minimum of 80 hours of vacation or compensation time off to be eligible to cash in up to 80 hours. Maintain 40 hours minimum balance.</p> <p>Cannot use vac during the first six months except during holiday furlough</p>
SICK LEAVE	8 hrs/mo; no max Can convert 60 hrs of sick leave to vacation time bank, provided a balance of 480 hrs is maintained.	8 hrs/mo; no max Can convert 60 hrs of sick leave to vacation time bank, provided a balance of 480 hrs is maintained.	8 hrs/mo; no max Can convert 80 hrs of s/1 bal to vacation time bank, provided a bal of 480 hrs is maintained.	6.67 hrs/mo; no max; Can convert sick leave to vacation, if minimum balance maintained.	8 hrs/mo; no max	8 hrs/mo; no max
BEREAVEMENT LEAVE (Immediate Family)	5 days	5 days	5 days	Up to 40 hrs for immediate family; one work day for close relative	5 days Up to 40 hours for immediate family	Up to 40 hours for immediate family.
PERSONAL LEAVE	20 hrs of sick leave can be used to conduct personal business; addtl 8 hrs of s/1 can be used if s/1 bal=min of 100 on 7/1; addtl 12 hrs if bal=200 hrs. Max per fiscal yr=40 hrs	20 hrs of sick leave can be used to conduct personal business; addtl 8 hrs of s/1 can be used if s/1 bal=min of 100 on 7/1; addtl 12 hrs if bal=200 hrs. Max per fiscal yr=40 hrs	20 hrs of sick leave can be used to conduct personal business; addtl 10 hrs of s/1 can be used if s/1 bal=min of 100 on 7/1; addtl 10 hrs if bal=200 hrs. Max per fiscal yr=40 hrs	20 hrs of sick leave can be used to conduct personal business; addtl 8 hrs of s/1 can be used if s/1 bal=min of 100 on 7/1; addtl 12 hrs if bal=200 hrs. Max per fiscal yr=40 hrs	20 hrs of sick leave can be used to conduct personal business; addtl 8 hrs of s/1 can be used if s/1 bal=min of 100 on 7/1; addtl 12 hrs if bal=200 hrs. Max per fiscal yr= 40 hrs	20 hrs of sick leave can be used to conduct personal business; addtl 8 hrs of s/1 can be used if s/1 bal=min of 100 on 7/1; addtl 12 hrs if bal=200 hrs. Max per fiscal yr=40 hrs

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ADMIN LEAVE	150 hrs/FY; can carryover 80 hours; (max of 220) Addtl 10 hrs upon recommendation of dept head and approval of CM	110 hours/FY; Can carryover 2x the annual accrual rate (max of 220) Employees hired after July 1 st will be prorated. Addtl 10 hrs upon recommendation of dept head and approval of CM. May be cashed out at the end of the FY. Management employees are eligible for up to 30 additional hours for work effort for a total of 40 hours of additional Administrative Leave. The hours awarded to the employee above the annual 120 hours per year (110 hours plus an additional 10 hours), must be used during the fiscal year that it was awarded and cannot be cashed out.	120 hours/FY; Can carryover 2x the annual accrual rate (max of 240). Can cash out up to 120 hours/FY provided an 80 hour vacation bank is maintained. Employees hired after July 1 st will be prorated. EEs may not use leave during their first 6 months of service.	N/A	N/A	N/A
WORK SCHEDULE	9/80	9/80	4/10/40	3/12: 20/40-sworn positions in Patrol Traffic Operations; 4/10/40-All others	9/80	9/80 or 4/10/40
COMP TIME	N/A	N/A	N/A	Max: 200 hrs	May cash up to 120 hours if 80 hours are used.	150 hours Must take a minimum of 80 hours of vacation or compensation time off to be eligible to cash in up to 80 hours. Maintain 40 hours minimum balance.
CITY PAID RETIREE MEDICAL	Minimum Employer Contribution (MEC) for agencies participating in the Public Employees Medical and Hospital Care Act (PEMHCA) Police Chief: See Police Mgmt	Minimum Employer Contribution (MEC) for agencies participating in the Public Employees Medical and Hospital Care Act (PEMHCA)	15 yrs w/ City- up to 50% of Kaiser S+1 /mo. 20 yrs w/City-up to 75% of Kaiser S+1/mo. 25yrs w/City-up to 100% of Kaiser S+1/mo -50% to any eligible surviving spouse or domestic partner of a deceased retiree. EE pays: \$60/PPD	Ees hired prior to 1/1/13: 15 yrs w/ City- up to 50% of Kaiser S+1 /mo. 20 yrs w/City-up to 75% of Kaiser S+1/mo. 25yrs w/City-up to 100% of Kaiser S+1/mo 50% to any eligible surviving spouse or domestic partner of a deceased retiree Employees hired after 1/1/13: Kaiser Single benefit based on year of service. (See MOU.)	Minimum Employer Contribution (MEC) for agencies participating in the Public Employees Medical and Hospital Care Act (PEMHCA)	Minimum Employer Contribution (MEC) for agencies participating in the Public Employees Medical and Hospital Care Act (PEMHCA)

				EE pays: 1.5%/ PPD		
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PROBATION PERIOD:	1040 hours (6 months)	1040 hours (6 months)	1040 hours (6 months)	Police Officers: 3120 hrs (18 mths.). Lateral Police Officers: 2080 hrs (1 year) upon rec from Police Chief to Pers Dir; All other positions: 2080 hrs (1 year) All other positions, see Personnel Rules.	2080 hours (12 months)	1040 hours (6 months)
FUTURE INCREASES	N/A	N/A	N/A	N/A	N/A	N/A
LAST SALARY INCREASE & AMOUNT	7/1/16 – 2.5% COLA	7/1/16 – 2%	7/1/16 – 2.5%	7/1/16: 2.5% Sworn 2.625% Non-Sworn	7/1/16 – 3.5%	7/1/16 – 3.5%
07/01/15	7/15/15 – 5%	7/1/15 – 5%	7/1/15 – 5%	7/1/15: Sworn: to step 7, if 24 mos. in step 5 and 6 combined. Non-Sworn: 2.625%	7/1/15 – 3.5%	7/1/15 – 3.5%
FY 14/15	06/25/15 – 5%	5/25/15 – 5%	5/11/15 – 5%	03/30/15: Police Office/Sgt.: Creation of step 6 if 12 mos at step 5; Non-Sworn-2.625%	04/27/15 – 3.5%	05/15/15 – 3.5%
01/01/14	N/A	N/A	N/A	Sworn-1% Non-Sworn-1.1%	N/A	1.1%
10/01/13	N/A	N/A	N/A	N/A	2.5%	N/A
07/01/13	1.1%	2.5%	3.25% COLA	N/A	N/A	N/A
06/30/13	N/A	N/A	N/A	Sworn-4.0%		
03/27/13				Sworn-4.0% (Contract signing)		
01/01/13	1.1%	1.1%	3.25% COLA	Sworn-1.0% Non-Sworn-1.1%	1.1%	1.1%
10/1/07	N/A	N/A	N/A	N/A	N/A	N/A
7/1/07	N/A	3.5%	3%	3%	3.5%	2.5%
7/1/06	5%	5%	5%	5% + 1.5% equity	5%	5%
7/1/05	4% + equity for specific positions	4% + equity for specific positions	4% + equity for specific positions	4% COLA + 1.5% equity for PO, Police Corporal, & Police Sgt.	4.0% + equity for specific positions	4% + equity for specific positions
7/1/04	0.5%	0.5%	0.5%	3%	3.5%	2.5%
1/01/04	N/A	4% + equity for specific positions	N/A	N/A	2% COL	4.0% + equity for specific positions
7/01/03	2.2%	2.2%	2.2%	4.0%	N/A	2.25%
1/01/03					3%	3% + COL 1% equity
7/01/02	2.1% 2.2%	2.2%	2.2%	0.7%-sworn 4.0%- non-sworn	N/A	N/A
1/01/02	N/A	N/A	N/A	N/A	4%	1/01/02- 3% + equity for designated salary classifications;
9/25/01	N/A	N/A	N/A	N/A	Equity for designated salary classification	N/A
7/01/01	2.2%	2.2%	2.2%	3%	N/A	N/A
4/29/01	N/A	N/A	N/A	N/A	N/A	3% equity increase
1/01/01	N/A	N/A	N/A	N/A	4%	3% + equity for designated salary classifications;
7/1/00	3.7%	3.7%	3.7%	3%	N/A	N/A

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1/1/00	N/A	N/A	N/A	N/A	3%	3% + equity for designated salary classifications;
7/1/99	4.6%	4.6%	4.6%	3% + 1% equity	N/A	N/A
4/1/99	N/A	N/A	N/A	3% equity	N/A	N/A
5/1/99	N/A	N/A	N/A	N/A		Avg. 8.95% to Clerical Prom Series
1/1/99	N/A	N/A	N/A	N/A	3%	3% + 1% equity

(1)—Christmas Eve Observed: If Christmas day falls on a Saturday, the Christmas Day holiday is observed on Friday; the Christmas Eve holiday is then observed on Thursday. If Christmas Day falls on a Sunday, the Christmas Day holiday is observed on Monday, there is no Christmas Eve holiday observance. When Christmas Day falls on Monday, there is no Christmas Eve holiday observance.

Domestic Partnership policy effective for all POA medical-(same gender only), dental and vision plans. Domestic partners (same gender) must be registered with the Secretary of State to be eligible for medical, dental and vision benefits.

August 2016