



# Benefits Summary

 <b>UNION CITY</b> california	<b>Department Head</b> <i>(City Manager or Police Chief benefits on contract)</i>	<b>Management Group (MEG)</b>	<b>Unrepresented Management</b>	<b>Police Management (PMA)</b>	<b>Police Officer's Association (POA)</b>	<b>Professional Employees (PEG)</b>	<b>Unrepresented Non-Management</b>	<b>SEIU</b>
	3/22/2022	01/01/2022 – 12/31/2024	3/22/2022	01/01/2022 – 12/31/2024	01/01/2022 – 12/31/2024	01/01/2022 – 12/31/2024	3/22/2022	01/01/2022 – 12/31/2024
<b>Medical Cafeteria Plan City Contribution</b>	PERS Health Plan Max \$2,000 per month (Includes medical dental and vision)	PERS Health Plan Max \$2,000 per month (Includes medical dental and vision)	PERS Health Plan Max \$2,000 per month (Includes medical dental and vision)	PERS Health Plan Max \$2,000 per month (Includes medical dental, vision and long-term disability insurance)	PERS Health Plan Max \$2,000 per month (Includes medical dental and vision)	PERS Health Plan Max \$2,000 per month (Includes medical dental and vision)	PERS Health Plan Max \$2,000 per month (Includes medical dental and vision)	PERS Health Plan Max \$2,000 per month (Includes medical dental and vision)
<b>Employee Contribution</b>	EE to pay costs exceeding ER contribution	EE to pay costs exceeding ER contribution	EE to pay costs exceeding ER contribution	EE to pay costs exceeding ER contribution	EE to pay costs exceeding ER contribution	EE to pay costs exceeding ER contribution	EE to pay costs exceeding ER contribution	EE to pay costs exceeding ER contribution
<b>'Cash' In Lieu of Medical Coverage</b>	\$300 per month	\$300 per month	\$300 per month	\$300 per month	\$300 per month	\$300 per month	\$300 per month	\$300 per month
<b>Dental City Contribution</b>	MetLife Dental PPO or DHMO  Max \$2,000 per month (Includes medical dental and vision)	MetLife Dental PPO or DHMO  Max \$2,000 per month (Includes medical dental and vision)	MetLife Dental PPO or DHMO  Max \$2,000 per month (Includes medical dental and vision)	MetLife Dental PPO or DHMO  Max \$2,000 per month (Includes medical dental, vision and long-term disability insurance)	MetLife Dental PPO or DHMO  Max \$2,000 per month (Includes medical dental and vision)	MetLife Dental PPO or DHMO  Max \$2,000 per month (Includes medical dental and vision)	MetLife Dental PPO or DHMO  Max \$2,000 per month (Includes medical dental and vision)	MetLife Dental PPO or DHMO  Max \$2,000 per month (Includes medical dental and vision)
<b>Employee Contribution</b>	EE to pay costs exceeding ER contribution	EE to pay costs exceeding ER contribution	EE to pay costs exceeding ER contribution	EE to pay costs exceeding ER contribution	EE to pay costs exceeding ER contribution	EE to pay costs exceeding ER contribution	EE to pay costs exceeding ER contribution	EE to pay costs exceeding ER contribution
<b>Vision City Contribution</b>	VSP Max \$2,000 per month (Includes medical dental and vision)	VSP Max \$2,000 per month (Includes medical dental and vision)	VSP Max \$2,000 per month (Includes medical dental and vision)	VSP Max \$2,000 per month Max \$2,000 per month (Includes medical dental, vision and long-term disability insurance)	VSP Max \$2,000 per month (Includes medical dental and vision)	VSP Max \$2,000 per month (Includes medical dental and vision)	VSP Max \$2,000 per month (Includes medical dental and vision)	VSP Max \$2,000 per month (Includes medical dental and vision)
<b>Employee Contribution</b>	EE to pay costs exceeding ER contribution	EE to pay costs exceeding ER contribution	EE to pay costs exceeding ER contribution	EE to pay costs exceeding ER contribution	EE to pay costs exceeding ER contribution	EE to pay costs exceeding ER contribution	EE to pay costs exceeding ER contribution	EE to pay costs exceeding ER contribution
<b>Life/AD&amp;D Insurance City Contribution</b>	\$100,000 coverage  100%	\$100,000 coverage  100%	\$100,000 coverage  100%	\$100,000 coverage  100%	\$100,000 coverage  100%	\$100,000 coverage  100%	\$100,000 coverage  100%	\$100,000 coverage  100%
<b>Supplemental Life Insurance</b>	Voluntary	Voluntary	Voluntary	Voluntary	Voluntary	Voluntary	Voluntary	Voluntary
<b>Short Term Disability City Contribution</b>	New York Life 8 wks. max; 8-day waiting period; 55% of earning to max of \$1904/week; integrated with sick leave.	New York Life 8 wks. max; 8-day waiting period; 55% of earning to max of \$1904/week; integrated with sick leave.	New York Life 8 wks. max; 8-day waiting period; 55% of earning to max of \$1904/week; integrated with sick leave.	N/A	New York Life <b>Non-Sworn only</b> 8 wks. max; 8-day waiting period; 55% of earning to max of \$1904/week; integrated with sick leave.	New York Life 8 wks. max; 8-day waiting period; 55% of earning to max of \$1904/week; integrated with sick leave.	New York Life 8 wks. max; 8-day waiting period; 55% of earning to max of \$1904/week; integrated with sick leave.	New York Life 8 wks. max; 8-day waiting period; 55% of earning to max of \$1904/week; integrated with sick leave.
<b>City Contribution</b>	\$0.00	\$0.00	\$0.00		\$0.00	\$12.50	\$12.50	\$12.50
<b>Employee Contribution</b>	Based on employee's salary	Based on employee's salary	Based on employee's salary		Based on employee's salary	Anything over \$12.50	Anything over \$12.50	Anything over \$12.50
<b>Long Term Disability City Contribution</b>	New York Life 60 days waiting period; 60% of earning to max of \$9,000/mo.	New York Life 60 days waiting period; 60% earning to max of \$9,000 per mo.	New York Life 60 days waiting period; 60% earning to max of \$9,000 per mo.	New York Life	CLEA for <b>Sworn</b> New York Life for <b>Non-Sworn</b> 60 days waiting period; 60% earnings up to max of \$9,000/mo.	New York Life 60 days waiting period; 60% earning to max of \$9,000/mo.	New York Life 60 days waiting period; 60% earning to max of \$9,000/mo.	N/A
<b>City Contribution</b>	\$0.00	\$0.00	\$0.00	\$20.75	\$20.75 <b>Sworn</b> \$16.50 <b>Non-Sworn</b>	City pays \$12.50/mo. plus half of any amount over \$12.50/mo.	City pays \$12.50/mo. plus half of any amount over \$12.50/mo.	
<b>Employee Contribution</b>	Based on employee's salary	Based on employee's salary	Based on employee's salary	Anything exceeding \$2,000 max cafeteria plan	\$0.00 <b>Sworn</b> Anything over \$16.50 <b>Non-Sworn</b>	1/2 of any amount over \$12.50/mo.	1/2 of any amount over \$12.50/mo.	


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<b>PERS Retirement Plan</b>  <b>Tier 1 - CLASSIC</b> <b>Hired before 11/24/2010</b>  EE MISC. Rates are paid by employee	<b>2.5% @55</b> ER Misc. Rate: 8.00% EE Misc. Rate: 8.00% Cost Sharing: 3.00% (Total 11% paid by EE) EPMC +1%	<b>2.5% @55</b> ER Misc. Rate: 8.00% EE Misc. Rate: 8.00% Cost Sharing: 3.00% (Total 11% paid by EE) EPMC +1%	<b>2.5% @55</b> ER Misc. Rate: 8.00% EE Misc. Rate: 8.00% Cost Sharing: 3.00% (Total 11% paid by EE) EPMC +1%	<u>Sworn</u> <b>3.0% @50</b> ER Misc. Rate: 20.71% EE Misc. Rate: 9.00% Cost Sharing: 3.00% (Total 12% paid by EE)	<u>Sworn</u> <b>3.0% @50</b> ER Misc. Rate: 20.71% EE Misc. Rate: 9.00% Cost Sharing: 3.00% (Total 12% paid by EE)  <u>Non-Sworn</u> <b>2.5% @55</b> ER Misc. Rate: 11.00% EE Misc. Rate: 8.00% No Cost Sharing	<b>2.5% @55</b> ER Misc. Rate: 9.50% EE Misc. Rate: 8.00% Cost Sharing: 1.5% (Total 9.5% paid by EE)	<b>2.5% @55</b> ER Misc. Rate: 8.00% EE Misc. Rate: 8.00% Cost Sharing: 3.00% (Total 11% paid by EE) EPMC +1%	<b>2.5% @55</b> ER Misc. Rate: 9.50% EE Misc. Rate: 8.00% Cost Sharing: 1.5% (Total 9.5% paid by EE)
<b>PERS Retirement Plan</b>  <b>Tier 2 - CLASSIC</b> <b>Hired 11/24/2010</b> <b>Thru 12/31/12</b>  EE MISC. Rates are paid by employee	<b>2.0% @60</b> ER Misc. Rate: 8.00% EE Misc. Rate: 7.00% EE Cost Sharing: 3.00% (Total 10% paid by EE) EPMC +1%	<b>2.0% @60</b> ER Misc. Rate: 8.00% EE Misc. Rate: 7.00% EE Cost Sharing: 3.00% (Total 10% paid by EE) EPMC +1%	<b>2.0% @60</b> ER Misc. Rate: 8.00% EE Misc. Rate: 7.00% EE Cost Sharing: 3.00% (Total 10% paid by EE) EPMC +1%	<u>Sworn</u> <b>3% @55</b> ER Misc. Rate: 17.64% EE Misc. Rate: 9.00% Cost Sharing: 3.00% (Total 12% paid by EE)	<u>Sworn</u> <b>3% @55</b> ER Misc. Rate: 17.64% EE Misc. Rate: 9.00% Cost Sharing: 3.00% (Total 12% paid by EE)  <u>Non-Sworn</u> <b>2.0% @60</b> ER Misc. Rate: 11.00% EE Misc. Rate: 7.00% No Cost Sharing	<b>2% @60</b> ER Misc. Rate: 9.50% EE Misc. Rate: 7.00% Cost Sharing: 1.50% (Total 8.5% paid by EE)	<b>2.0% @60</b> ER Misc. Rate: 8.00% EE Misc. Rate: 7.00% EE Cost Sharing: 3.00% (Total 10% paid by EE) EPMC +1%	<b>2% @60</b> ER Misc. Rate: 9.50% EE Misc. Rate: 7.00% Cost Sharing: 1.50% (Total 8.5% paid by EE)
<b>PERS Retirement Plan</b>  <b>Tier 3 - PEPPRA</b> <b>Hired after 1/1/13 as a new</b> <b>CalPERS member</b>  EE MISC. Rates are paid by employee	<b>2% @62</b> ER Misc. Rate: 8.00% EE Misc. Rate: 7.00% EE Cost Sharing: 3.00% (Total 10% paid by EE)	<b>2% @62</b> ER Misc. Rate: 8.00% EE Misc. Rate: 7.00% EE Cost Sharing: 3.00% (Total 10% paid by EE)	<b>2% @62</b> ER Misc. Rate: 8.00% EE Misc. Rate: 7.00% EE Cost Sharing: 3.00% (Total 10% paid by EE)	<b>2.7% @57</b> ER Misc. Rate: 13.13% EE Misc. Rate: 13.00% No Cost Sharing.	<u>Sworn</u> <b>2.7% @57</b> ER Misc. Rate: 13.13% EE Misc. Rate: 13.00% No Cost Sharing  <u>Non-Sworn</u> <b>2.5% @67</b> ER Misc. Rate: 11.00% EE Misc. Rate: 7.00% No Cost Sharing	<b>2% @62</b> ER Misc. Rate: 9.50% EE Misc. Rate: 7.00% Cost Sharing: 1.50% (Total 8.5% paid by EE)	<b>2% @62</b> ER Misc. Rate: 9.50% EE Misc. Rate: 7.00% EE Cost Sharing: 1.50% (Total 8.5% paid by EE)	<b>2% @62</b> ER Misc. Rate: 9.50% EE Misc. Rate: 7.00% Cost Sharing: 1.50% (Total 8.5% paid by EE)
<b>Deferred Compensation 457b</b>	Voluntary	Voluntary	Voluntary	Voluntary	Voluntary	Voluntary	Voluntary	Voluntary
<b>Deferred Compensation 401A</b>	Voluntary; City contributes \$100/mo.	Voluntary; City contributes \$100/mo.	Voluntary City contributes \$100/mo.	Voluntary; City contributes \$100/mo.	N/A	N/A	Voluntary City contributes \$100/mo.	N/A
<b>501 (C)9 Trust CALGOVEBA</b>	City Contributes \$200/mo. EE contributes 250/mo.	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Employee Assistance Program</b>	MHN City Paid	MHN City Paid	MHN City Paid	MHN City Paid	MHN City Paid	MHN City Paid	MHN City Paid	MHN City Paid

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<b>Administrative Leave</b>	150 hrs./FY 160 hrs./FY eff. 7/1/22  Add'l. 10 hrs. upon recommendation and approval of CM	70 hrs./FY (max. accum of 240 hrs)  Add'l. discretionary 40 hrs. with a maximum of 240 hrs. Add'l. admin leave must be used in FY awarded	<b>FLSA exempt/Mgmt only</b> 70 hrs./FY (max. accum of 240 hrs)  Add'l. discretionary 40 hrs. for a total of 110 hrs. <i>Add'l. admin leave must be used in FY awarded</i>	120 hrs./FY (max. accum of 240 hrs)	N/A	<b>FLSA Exempt Employees only</b> 70 hrs./FY (max. accum of 240 hrs)  Add'l. discretionary 40 hrs. for a total of 110 hrs. Add'l. admin leave must be used in FY awarded	N/A	N/A
<b>Administrative Leave Cashout/Carryover</b>	May be carried over to subsequent FY or cashed out up to max. accruals.	Up to 240 hrs. may be cashed out end of FY. (does not include add'l. admin. Leave)	Up to 240 hrs. may be cashed out end of FY. (does not include add'l. admin. Leave)	120 hrs. per FY may be cashed out if 80 hrs. vac is maintained at end of FY.	N/A	Exempt Employees only	N/A	N/A
<b>Bereavement Leave</b>	5 workdays for immediate family. 1 workday for close relative not in immediate family.	5 workdays for immediate family. 1 workday for close relative not in immediate family.	5 workdays for immediate family. 1 workday for close relative not in immediate family.	5 workdays for immediate family. 1 workday for close relative not in immediate family.	40 hours for immediate family. 1 workday for close relative not in immediate family.	5 workdays for immediate family. 1 workday for close relative not in immediate family.	5 workdays for immediate family. 1 workday for close relative not in immediate family.	5 workdays for immediate family. 1 workday for close relative not in immediate family.
<b>Floating Holidays</b>	24 hrs. floating holiday	24 hrs. floating holiday	24 hrs. floating holiday	20 hrs. floating holiday	N/A	24 hrs. floating holiday	24 hrs. floating holiday	24 hrs. floating holiday
<b>Holiday Leave/Pay</b>	12 days	12 days	12 days	144 hours	<b>Sworn:</b> 126 hours <b>Non-Sworn:</b> 126 hours	12 days	12 days	12 days
<b>Sick Leave</b>	8 hours per month and no maximum.  Can convert up to 60 hours to vacation if employee maintains 480 hours.  Personal Leave: 20 hours of sick leave can be used. An additional 8 hours can be used if balance is above 100. An additional 12 hours can be used if balance is above 200.	8 hours per month and no maximum.  Can convert up to 60 hours to vacation if employee maintains 480 hours.  Personal Leave: 20 hours of sick leave can be used. An additional 8 hours can be used if balance is above 100. An additional 12 hours can be used if balance is above 200.	8 hours per month and no maximum.  Can convert up to 60 hours to vacation if employee maintains 480 hours.  Personal Leave: 20 hours of sick leave can be used. An additional 8 hours can be used if balance is above 100. An additional 12 hours can be used if balance is above 200.	8 hours per month and no maximum.  Can convert up to 80 hours to vacation if employee maintains 480 hours.  Personal Leave: 20 hours of sick leave can be used. An additional 8 hours can be used if balance is above 100. An additional 12 hours can be used if balance is above 200.	8 hours per month and no maximum.  Can convert 37 hours of sick leave to vacation if the employee maintains 400 hours and used 12.5 hrs. or less.  Can convert 25 hours of sick leave to vacation if the employee maintains 400 hours and used more than 12.5 hrs but less than 25 hrs.  Personal Leave: 20 hours of sick leave can be used. An additional 8 hours can be used if balance is above 100. An additional 12 hours can be used if balance is above 200.	8 hours per month and no maximum.  Can convert up to 60 hours to vacation if employee maintains 480 hours.  Personal Leave: 20 hours of sick leave can be used. An additional 8 hours can be used if balance is above 100. An additional 12 hours can be used if balance is above 200.	8 hours per month and no maximum.  Can convert up to 60 hours to vacation if employee maintains 480 hours.  Personal Leave: 20 hours of sick leave can be used. An additional 8 hours can be used if balance is above 100. An additional 12 hours can be used if balance is above 200.	8 hours per month and no maximum.  Can convert up to 60 hours to vacation if employee maintains 480 hours.  Personal Leave: 20 hours of sick leave can be used. An additional 8 hours can be used if balance is above 100. An additional 12 hours can be used if balance is above 200.
<b>Vacation Accrual</b>	0-3 years: 80 hours 4-8 years: 120 hours 9-12 years: 140 hours 13-15 years: 160 hours 16+ years: 200 hours	0-3 years: 80 hours 4-8 years: 120 hours 9-12 years: 140 hours 13-15 years: 160 hours 16+ years: 200 hours	0-3 years: 80 hours 4-8 years: 120 hours 9-12 years: 140 hours 13-15 years: 160 hours 16+ years: 200 hours	0-3 years: 80 hours 4-8 years: 120 hours 9-12 years: 140 hours 13-15 years: 160 hours 16+ years: 200 hours	0-3 years: 80 hours 4-8 years: 120 hours 9-12 years: 140 hours 13-15 years: 160 hours 16+ years: 200 hours	0-3 years: 80 hours 4-8 years: 120 hours 9-12 years: 140 hours 13-15 years: 160 hours 16+ years: 200 hours	0-3 years: 80 hours 4-8 years: 120 hours 9-12 years: 140 hours 13-15 years: 160 hours 16+ years: 200 hours	0-3 years: 80 hours 4-8 years: 120 hours 9-12 years: 140 hours 13-15 years: 160 hours 16+ years: 200 hours
<b>Vacation Accrual Maximum</b>	560 hrs. for any yrs. of svc.	0-3 yrs: 320 max. 4-8 yrs: 400 max. 9-12 yrs: 440 max. 13-15 yrs: 480 max. 16+ yrs: 560 max.	0-3 yrs: 320 max. 4-8 yrs: 400 max. 9-12 yrs: 440 max. 13-15 yrs: 480 max. 16+ yrs: 560 max.	560 hours maximum	2 times the annual accrual rate	2 times the annual accrual rate based on yrs. of svc.	0-3 yrs: 160 max. 4-8 yrs: 240 max. 9-12 yrs: 280 max. 13-15 yrs: 320 max. 16+ yrs: 400 max.	2 times the annual accrual rate.

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<b>Vacation Sellback</b>	Up to 80 hrs. of vacation annually per FY.	Up to 80 hrs. of vacation annually per FY.	Up to 80 hrs. of vacation annually per FY.	80 hrs. of vacation annually if minimum hrs. balance of 80 hrs. is maintained.	Up to 80 hrs. per FY (EE must have taken 80 hrs. vac and/or other comp time off in preceding 12 months. EE must have remaining balance of 40 hrs after sellback.	80 hrs. of vacation per FY if minimum hrs. of vacation or comp. time have been taken and 40 hrs. balance is maintained	Up to 80 hrs. of vacation annually per FY.	80 hrs. if minimum of 80 hrs.vac. or comp time taken during the FY, if vac. accrual remains with at least 40 hrs.
<b>City Paid Retiree Medical</b>	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)	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)  <u>If hired after June 30, 2002 but before Jan. 1, 2013:</u> • 15 yrs. w/ City: up to 50% of Kaiser S +1, max. up to \$1,000/mo. • 20 yrs. w/City: up to 75% of Kaiser S +1, max. up to \$1,500/mo. • 25yrs. w/City: up to 100% of Kaiser S +1, max. up to \$2,000/mo.  <u>If hired after Jan. 1, 2013:</u> • 15 yrs. w/ City: up to 50% of Kaiser S, to max. of \$500/mo. • 20 yrs. w/City: up to 75% of Kaiser S, to max. of \$750/mo. • 25 yrs. w/City: up to 100% of Kaiser S, to max. of \$1,000/mo.	Minimum Employer Contribution (MEC) for agencies participating in the Public Employees Medical and Hospital Care Act (PEMHCA)  <u>If hired after June 30, 2002 but before Jan. 1, 2013:</u> • 15 yrs. w/ City: up to 50% of Kaiser S +1, max. up to \$1,000/mo. • 20 yrs. w/City: up to 75% of Kaiser S +1, max. up to \$1,500/mo. • 25yrs. w/City: up to 100% of Kaiser S +1, max. up to \$2,000/mo.  <u>If hired after Jan. 1, 2013:</u> • 15 yrs. w/ City: up to 50% of Kaiser S, to max. of \$500/mo. • 20 yrs. w/City: up to 75% of Kaiser S, to max. of \$750/mo. • 25 yrs. w/City: up to 100% of Kaiser S, to max. of \$1,000/mo.	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)	Minimum Employer Contribution (MEC) for agencies participating in the Public Employees Medical and Hospital Care Act (PEMHCA)