



## DMSA BENEFIT SUMMARY

If you have any questions on this benefit sheet or any other benefits, please contact the Human Resources Dept. at (707) 678-7000.

<b>CONTRACT TERM</b>	7/1/19 – 6/30/2022
<b>SALARY INCREASE</b>	07/19 4.0% 07/20 4.0% 07/21 4.0% Equity increase varies by class. See MOU for details.
<b>CALPERS RETIREMENT</b>	Tier One - 2.5% @ 55 - "Classic" members hired before December 16, 2012. Tier Two - 2% @ 60 - "Classic" members hired on/after December 16, 2012. Tier Three - 2% @ 62 - "New" members hired on/after January 1, 2013.  See the specific Memorandum of Understanding (MOU) for tier eligibility and contribution amounts.
<b>SOCIAL SECURITY</b>	The City does <u>not</u> participate in social security. Required Medicare portion (1.45% cost to employee; 1.45% cost to employer).  Non-regular employees, who do not participate in PERS, will be enrolled in the PARS ARS 457 Plan (Employee contributes 6.2% of wages and Employer contributes 1.3% of wage).
<b>MONTHLY BENEFIT ALLOWANCE AND SECTION 125 CAFETERIA PLAN</b>	<p>Employees receive a Monthly Benefit Allowance (MBA) from the City as outlined in the specific MOU, in addition to base salary, for the purchase of employee benefits.</p> <p>The MBA will be added to employee's earnings as taxable income and may be used to purchase employee benefits offered by the City. The MBA will not be added to base salary for purposes of calculating PERS contributions or other salary-based incentives. Employees may choose to pay for benefits with pre-tax dollars via election through the Flexible Benefits, IRS Section 125 plan.</p> <p><b>Eff 01/01/20</b>            EE Only: \$900 or 70% of Kaiser (Bay Area) EE Only rate, whichever is greater            EE+1: (70% of Kaiser (Bay Area) Employee+1 or more (family rate))            EE+2: (70% of Kaiser (Bay Area) Employee+2 or more (family rate))</p> <p><b>If no medical is chosen:</b> \$600 per month of MBA as taxable income</p> <p>Permanent part-time employees working 20 hrs/wk or more receive a prorated portion of the employee only rate based on hrs worked up to 40 hrs.</p>

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<b>MEDICAL INSURANCE THROUGH CALPERS</b>	<p>Choice of: <b>Anthem HMO Select, Anthem HMO Traditional, Blue Shield Access+, Health Net Smart Care, Kaiser, PERS Choice, PERS Select, PERS Care, United Healthcare and Western Health Advantage.</b></p> <p>Plan rates and availability depend on city of residence; most City employees live in Bay Area or Sacramento Area. Dependent children are eligible for coverage until age 26.</p>						
<b>DENTAL INSURANCE</b>	<p>Choice of two dental plans: <b>Delta PPO &amp; DeltaCare DHMO.</b></p> <p>Dependent children are eligible for coverage in both plans until age 26.</p>						
<b>VISION INSURANCE</b>	<p>The plan provides coverage for exams and lenses every 12 months and frames every 24 months. Standard lenses are covered at 100 percent after a \$20.00 copayment if you use a network provider.</p>						
<b>LIFE INSURANCE</b>	<p><b>City Paid:</b> \$15,000 term life and AD&amp;D. Effective: first of month following hire date. Cost is \$0.14 per \$1,000 on the life and \$0.03 per \$1,000 on the AD&amp;D.</p> <p><b>Employee Paid:</b> Employees can elect \$10,000 increments not to exceed \$500,000 or 5 times their annual salary, whichever is less, for themselves. May also elect \$5,000 increments not to exceed \$250,000 or 50% of the employee's elected benefit for their spouse. Coverage is also available for dependent children. Rates are age banded and based on the employee's or spouse's age per \$1,000 increments. Guaranteed issue \$100,000.</p>						
<b>LONG TERM DISABILITY</b>	<p><b>City Paid:</b> Provides income protection of 2/3 salary after 60 days for injury or illness. Cost is (\$0.470 per \$100 of covered payroll per month) for all permanent employees regularly scheduled to work twenty (20) hours per week or more.</p>						
<b>VOLUNTARY SUPPLEMENTAL INSURANCE</b>	<p><b>Products available through AFLAC:</b> Accident Indemnity Advantage, Short-Term Disability Policy, Hospital Advantage Plan, Personal Cancer Care, Hospital Intensive Care Protection, Life Protector.</p>						
<b>FLEXIBLE SPENDING ACCOUNT (FSA)</b>	<p>Employees may elect to allocate each year, on a pre-tax basis, a specified amount from each pay check to be held and reimbursed to them on a tax free basis upon submitting receipts for either unreimbursed Medical and/or Dependent Care expenses.</p> <p>Administered by AFLAC/WageWorks.</p>						
<b>DEFERRED COMPENSATION</b>	<p>Voluntary contribution - no City match.</p>						
<b>VACATION</b>	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%;">0-5 years</td> <td>12 days (96 hrs/yr)</td> </tr> <tr> <td>6-10 years</td> <td>15 days (120 hrs/yr)</td> </tr> <tr> <td>11 years +</td> <td>20 days (160 hrs/yr)</td> </tr> </table> <p>Maximum accrual is 2 times employee current annual accrual. Employee receives payment for all unused vacation time earned but not taken upon separation.</p>	0-5 years	12 days (96 hrs/yr)	6-10 years	15 days (120 hrs/yr)	11 years +	20 days (160 hrs/yr)
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<b>SICK LEAVE</b>	<p>Unlimited accrual at the rate of 8 hrs per month.</p>						
<b>SICK LEAVE CASH OUT INCENTIVE</b>	<p>Employees with at least two years of service to the City and subsequently retires from the City, a portion of unused sick leave may be converted to cash upon retirement.</p>						

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	<p>1-2 years of service: 0%</p> <p>3-5 years of service: 20%</p> <p>6-10 years of service: 30%</p> <p>11+ years of service: 30% + 2% each year after ten to max of 50%</p> <p>For retiring employees any portion of the sick leave balance not cashed out is converted to PERS service credit.</p>
<b>HOLIDAYS</b>	11 holidays/year plus two floater days.
<b>BILINGUAL INCENTIVE</b>	\$100/month with certified Spanish language skills
<b>EDUCATION REIMBURSEMENT</b>	<p>After 1 year of service, eligible to participate in Education Reimbursement Program.</p> <p>\$800 per year for courses in keeping with field of employment.</p>
<b>BEREAVEMENT LEAVE</b>	In the event of a death in the immediate family, each full-time or benefited part-time employee shall be eligible for up to 3 working days of paid bereavement leave.
<b>MILEAGE REIMBURSEMENT</b>	Employees driving their personal vehicles to conduct City business may receive mileage reimbursement in accordance with IRS rates.
<b>EMPLOYEE ASSISTANCE PROGRAM (EAP)</b>	Employees and/or family members may receive up to six (6) sessions per person, per incident at no cost. Administered by ACI. City pays \$2.34 per employee a month. See HR for further information.
<b>ADMIN LEAVE PAY (for FLSA exempt employees)</b>	<p>64 hrs/FY (use it or lose it)</p> <p>50% cash out option.</p>
<b>OVERTIME</b>	<p>Mid-Management employees are FLSA exempt and do not earn overtime.</p> <p>Supervisors will received time-and-one half for hours in excess of 40 hours per week.</p>
<b>SHIFT DIFFERENTIAL</b>	NA
<b>UNIFORM ALLOWANCE</b>	See section 4.1 of MOU for Uniform Allowance
<b>CALL BACK PAY</b>	Min of 2 hrs at 1-1/2 times the regular rate of pay, unless already scheduled as stand-by, then a min of 1 hr at 1-1/2 times regular rate of pay.
<b>TRAINING PAY</b>	NA
<b>CANINE (K-9) PAY</b>	NA
<b>COURT APPEARANCE</b>	NA
<b>STAND BY PAY</b>	<p>For emergency call-out on weekends, holidays, days off &amp; weekday evenings:</p> <p>\$40/weekday evening</p> <p>\$100/weekend day</p> <p>\$100/holidays</p>
<b>ACTING/OUT OF CLASS PAY</b>	5% out of class pay for working in place of a supervisor for more than 5 days per Personnel Rules.
<b>PHYSICAL FITNESS PROGRAM</b>	NA
<b>LONGEVITY</b>	<p>3% after 5 yrs of svc (YOS)</p> <p>3% after 10 YOS</p> <p>4% after 15 YOS</p>

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<b>MEDICAL AFTER RETIREMENT</b>	One month's premium at the Kaiser +1 dependent rate for each year of full time service to a maximum of 24 months. (Region 1).
<b>EDUCATION INCENTIVE</b>	NA

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