

CITY OF EL CERRITO EMPLOYEE BENEFIT SCHEDULE
City Contribution and Relevant Information

BENEFIT	POLICE EMPLOYEES ASSOCIATION 7/1/2006 to 12/31/2017	UNITED PROFESSIONAL FIREFIGHTERS LOCAL 1230 7/1/2006 to 6/30/2017	PUBLIC SAFETY MANAGEMENT ASSOCIATION varies	MANAGEMENT & CONFIDENTIAL 7/1/2014	SEIU LOCAL 1021 7/1/2014 to 6/30/2017
Flex Benefits – Medical	Maximum of \$1988.69 for family medical as of 7/1/2014	Maximum of \$1988.69 for family medical as of 7/1/2014	Maximum of \$1988.69 for family medical as of 7/1/2014	Maximum of \$1988.69 for family medical as of 7/1/2014	Maximum of \$1988.69 for family medical as of 7/1/2014
Dental	Maximum of \$176.93 for family dental 1/1/2015	Maximum of \$176.93 for family dental 1/1/2015	Maximum of \$176.93 for family dental 1/1/2015	Maximum of \$176.93 for family dental 1/1/2015	Maximum of \$176.93 for family dental 1/1/2015
Life Insurance	Annual Salary (max of \$100,000); rate= annual salary/1000*0.195	Annual Salary (max of \$100,000); rate= annual salary/1000*0.195	Annual Salary (max of \$100,000); rate= annual salary/1000*0.195	Annual Salary (max of \$100,000); rate= annual salary/1000*0.195	Annual Salary (max of \$100,000); rate= annual salary/1000*0.195
STD/LTD Insurance 60 day wait	Sworn: rate = monthly salary/100*\$0.67	Sworn: rate = monthly salary/100*\$0.67	Sworn: rate = monthly salary/100*\$0.67		
STD/LTD Insurance 30 day wait	Non-sworn: rate = annual salary/100*\$0.81			Rate = annual salary/100*\$0.81	Rate = annual salary/100*\$0.81
PERS Safety “classic members”	3% at 50, SHY, sick leave credit; ER rate =33.819% as of 7/1/14	3% at 50, SHY, sick leave credit; ER rate =33.819% as of 7/1/14	3% at 50, SHY, sick leave credit; ER rate =33.819% as of 7/1/14		
PERS Safety “new members”	2.7% at 57, 3YA, sick leave credit; ER rate =11.5% as of 1/1/13	2.7% at 57, 3YA, sick leave credit; ER rate =11.5% as of 1/1/13	2.7% at 57, 3YA, sick leave credit; ER rate =11.5% as of 1/1/13		
PERS Misc “classic members”	Non-Sworn 2.7% at 55, SHY, sick leave credit; ER rate=21.870% as of 7/1/14			2.7% at 55, 1 yr., sick leave credit; ER rate= 21.870% as of 7/1/14	2.7% at 55, 1 yr., sick leave credit; ER rate=21.870% as of 7/1/14
PERS Misc “new members”	Non-Sworn 2% at 62, 3YA, sick leave credit; ER rate=6.25% as of 1/1/13			2% at 62, 3YA, sick leave credit; ER rate=6.25% as of 1/1/13	2% at 62, 3YA, sick leave credit; ER rate=6.25% as of 1/1/13
FICA/Medicare	Sworn - Medicare 1.45% Non-sworn - + FICA 6.2%	Medicare 1.45%	Medicare 1.45%	FICA 6.2% of first \$94,200; Medicare 1.45%	FICA 6.2% of first \$94,200; Medicare 1.45%
Education Pay	Sworn \$210/mo AA; \$290 BA		Police Mgmt only – same as PEA		
Longevity Pay	Annually 3% - 5 to 9 yrs; 6% - 10 to 19 yrs; 9% at 20 yrs		Police Mgmt only – same as PEA		\$1,000 annually at 15 yrs or more of service
Auto/Other		\$300/month for retiree med.	Varies- Vehicle for some	Mgmt - Up to \$325/month	
Uniform Allowance	Sworn \$1000 yr; Non-sworn \$725	\$725 annually	Police \$1000; Fire \$725		Maintenance: \$200 yr for steel-toed shoes and gloves
Assignment Differential	5% - detective, admin, canine, motor or school resource offcr	10% if 40hr staff officer	Fire Training Chief – 10%		
Holidays	10+birthday and 3 floaters; non-sworn -1½ more days.	12+ birthday	11½ + birthday + 3 floaters	11½+ birthday + 3 floaters	11½ +birthday+2 floaters
Administrative Leave			Maximum of 10 days	Mgmt - Maximum of 10 days	
Work Week	Sworn 40 hrs, 3-12 schedule; Non-sworn 37½ or 40 hrs	Standard 56 hrs average (24 hr shifts); 48/96 schedule	40 hrs, except shift Battalion Chiefs on 56 hr average	37½ hr/ either 9/75 or 8/75 for 2 weeks	37½ hrs/ either 9/75 or 8/75 for 2 weeks
Last Salary Increase	7/1/2015 – 4.5%	7/1/2015 – 4.5%	7/1/2015 Police Mgmt/Bat Chief: 4.5% Police Chief/Fire Chief: 1.5%	7/1/2015 – 3%	7/1/2015 – 3%
Next Salary Increase	7/1/2016 – 4.5%	7/1/2016 – 4%	7/1/2016 Police Mgmt – 4% Battalion Chief – 4.5% Police Chief/Fire Chief – 1.5%		7/16 – 3%