

**East Bay Regional Park District
SUMMARY OF LOCAL 2428 BENEFITS - 2008**

BENEFIT	DESCRIPTION
Note: E = Employee, ER = Employer	
Memorandum of Understanding TERM:	4/1/06 – 3/31/09
PAY INCREASES	4/1/08 COLA: CPI-W with a floor of 2.5% and a ceiling of 4%.
MEDICAL INSURANCE (Effective 1/1/08) ER cost: (per month) E = \$ 456.74 (Kaiser) \$ 616.60 (max) E+1 = \$ 913.48 (Kaiser) \$1,233.20 (max) E+2 = \$ 1,292.57 (Kaiser) \$1,744.97 (max)	<ul style="list-style-type: none"> • Employer pays Kaiser rate or maximum of 135% Kaiser rate for alternative plan. • Coverage begins 1st of month after 6 months of employment. • Employees demonstrating coverage under another plan may elect to receive \$175/mo. in lieu of coverage. • Eligible employees have choice of Kaiser or Blue Cross HMO or PPO plans for medical coverage. • Employer pays full cost of Kaiser for employees working 75% of full-time and above. Employee pays PPO or HMO costs in excess of maximum amounts referred above. • If Employee works less than 75% full-time, cost of coverage is pro-rated.
DENTAL INSURANCE (Effective 1/1/08) ER cost: (per month) E = \$ 57.51 E+1 = \$108.16 E+2 = \$171.69	<ul style="list-style-type: none"> • Employer pays Delta Dental premiums. • Coverage 90% (10% co-payment); \$2,000 annual maximum. • Orthodontics: 70% (30% co-payment), maximum lifetime coverage is \$1,500/patient. • Begins 1st of month after 3 months of employment. • If Employee works less than 75% full-time, cost of coverage is pro-rated.
VISION CARE PLAN ER cost = 0 E cost (per month): E = \$11.16 E+1 = \$22.32 E+2 = \$29.02	<ul style="list-style-type: none"> • An optional low cost vision care plan is available at enrollee's expense. • Includes coverage for examination, lenses/frames or contact lenses. • Provides coverage for participating providers and non-participating providers.
LIFE INSURANCE ER cost: \$0.28/\$1,000 coverage	<ul style="list-style-type: none"> • Employer-paid; coverage starts 1st of the month after 6 months of employment. • Amount of coverage = One times annual salary, up to a maximum of \$100,000. • For retirees: \$13,000 max coverage (cost paid by retiree).
SOCIAL SECURITY ER cost: 7.65% of earnings	<ul style="list-style-type: none"> • 7.65% Employer (6.20% Social Security + 1.45% Medicare) • Employer and Employee pay equal shares.
RETIREMENT (Pension) CalPERS (Effective 7/1/07) ER cost: (ER pays ER rate and 7% of E rate) ER Rate = 15.257% E Rate = 8% (ER pays 7%,) Employee pays 1%, pre tax	<ul style="list-style-type: none"> • 2.5% @ 55 (CalPERS) effective 10/1/04. • Average 3 highest consecutive years. • Optional credit for unused sick leave. • Social Security <u>excluded</u> from formula. • All new hires under PERS plan (<u>effective 1/1/2001</u>). • Retirement benefits for Firefighter I and II are shown in the Benefits Summary for Police Association.

The information contained in this document is a summary of benefits provided to Park District employees. For specific information, please refer to the applicable bargaining unit agreement, appropriate plan documents, or contact the Human Resources Department. Any errors or omissions do not constitute either an expressed or implied contract. The benefits are subject to approved modifications and changes. (Revised 12/18/07)

**East Bay Regional Park District
SUMMARY OF LOCAL 2428 BENEFITS - 2008**

BENEFIT	DESCRIPTION
<p>Note: E = Employee, ER = Employer</p> <p>RETIREMENT (Pension)</p> <p>TRANSAMERICA ER Rate = 40.8% and E Rate = 8.55% (ER paid)</p>	<ul style="list-style-type: none"> • 2.3% @ 58 TransAmerica (Note: no new enrollments after January 1, 2001)
<p>RETIREMENT (Medical/Dental) (Effective 6/1/2003) ER cost: (for AARP) E = \$172.50/m E+I = \$345/m</p>	<ul style="list-style-type: none"> • Age 55 up to 65: 10+ years of service: \$100/month; 20+ years of service: \$200/month. Retiree and spouse/domestic partner can continue on Employer plan at retiree's expense. • Reimbursement available if employee retires @ age 55 or older. • Age 65 and over: Employer pays cost of AARP Medical Supplement/Reimbursement Option. • Retiree pays for dental coverage at Employer rate
<p>AARP MEMBERSHIP ER cost: \$12.50/year per E or retiree</p>	<ul style="list-style-type: none"> • Employer pays for memberships for current employees beginning at age 64, and for retirees and their spouses/domestic partners.
<p>IRS CODE 125 – Optional Medical & Dependent Care Flexible Spending Accounts ER cost: \$4.50/month per E</p>	<ul style="list-style-type: none"> • Employer pays administrative/set-up costs; employee determines own pre-tax payroll deduction amounts. Medical Reimbursement and Dependent Care amounts deducted pre-tax and employee is reimbursed for eligible expenses by submittal of claims to Plan Administrator. • Employee may pay own share of medical premiums on a pre-tax basis.
<p>VACATION ACCRUAL</p>	<ul style="list-style-type: none"> • To 5 years of service: 12 days/year • 5-10 years: 15 days/year • 11-15 years: 18 days/year • 16-20 years: 21 days/year • 20+ years: 21 days/year +1 day for each additional year of service after 20 • If Employee works less than full-time, accrual is pro-rated.
<p>HOLIDAYS</p>	<ul style="list-style-type: none"> • 13.5 days/year (no floating holidays): New Year's Day, Martin Luther King, Jr.'s Birthday, Lincoln's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, California Admission Day, Columbus Day, Veteran's Day, Thanksgiving Day and Friday after, Christmas Eve (last 4 hours) and Christmas Day.
<p>SICK LEAVE ACCRUAL</p>	<ul style="list-style-type: none"> • 1 day per month, unlimited accrual. • If Employee works less than full-time, accrual is pro-rated. • Pay-out - retire with 10 years service: ½ unused sick leave, up to 17 days. • Voluntary termination with 10 years service: 1/3 unused sick leave, up to 15 days.
<p>FAMILY DEATH LEAVE</p>	<ul style="list-style-type: none"> • 3 days local, 5 days if out-of-town (over 500 miles from employee's home), with full pay.
<p>DEFERRED COMPENSATION ER cost: based on E contribution</p>	<ul style="list-style-type: none"> • 457 Plan is administered by ICMA-RC. • Up to 5 years of service: if employee contributes 2% or more of salary, employer contributes an amount equal to 1% of salary. • 5 to 10 years of service: if employee contributes 4% or more, employer contributes 2%. • More than 10 years of service: if employee contributes 6% or more, employer contributes 3%.
<p>JOB INJURY LEAVE</p>	<ul style="list-style-type: none"> • Regular Employees receive up to 6 months with pay. Medical and dental coverage provided for one year. • Accrue sick leave, vacation, step increases for maximum of 6 months while on leave.

The information contained in this document is a summary of benefits provided to Park District employees. For specific information, please refer to the applicable bargaining unit agreement, appropriate plan documents, or contact the Human Resources Department. Any errors or omissions do not constitute either an expressed or implied contract. The benefits are subject to approved modifications and changes. (Revised 12/18/07)

**East Bay Regional Park District
SUMMARY OF LOCAL 2428 BENEFITS - 2008**

BENEFIT	DESCRIPTION
Note: E = Employee, ER = Employer	
STATE DISABILITY INSURANCE ER cost: \$.0.60% of earnings	<ul style="list-style-type: none"> • Employer paid.
PAID FAMILY LEAVE E cost: 0.60% (2008 rate; State mandated)	<ul style="list-style-type: none"> • Administered by State of California Employment Development Department. • Provides up to 6 weeks partial reimbursement of salary missed while caring for a family member, up to a maximum of \$882/week
LONG TERM DISABILITY (Effective 11/1/06) ER cost: \$0.54/\$100 coverage	<ul style="list-style-type: none"> • Employer-paid; income replacement of 60% of salary to maximum of \$5,000. • Coverage begins after six months of employment. • 90 day elimination period (benefits begin 90 days after beginning of disability and after exhaustion of short term disability benefits).
UNIFORM ALLOWANCE ER cost: up to \$235/year ER also provides all safety equipment	<ul style="list-style-type: none"> • Maximum \$235/year for positions requiring uniform. • \$100/year for mechanics, plus overalls are provided. • \$100/year for Industrial Firefighters.
SHIFT DIFFERENTIAL	<ul style="list-style-type: none"> • 25% for all regularly assigned hours after 7:00 p.m. • 2nd shift in equipment maintenance receives 7.5%.
STANDBY PAY	<ul style="list-style-type: none"> • 2 hours pay per 8 hours on standby.
CALL BACK PAY	<ul style="list-style-type: none"> • Greater of overtime rate for actual on-job time + 1 hr travel <u>or</u> 2 hours total, whichever is greater.
WORK IN A HIGHER CLASS	<ul style="list-style-type: none"> • Less than 30 days: \$15/day. • 30+ days: On 31st day, receive actual rate of higher classification, or 5%, whichever is greater.
TUITION REIMBURSEMENT ER cost: \$1,600/year	<ul style="list-style-type: none"> • \$800/year job-related. • \$800/year career-related, can combine for job-related funds - for total of \$1,600/year for career. • Job <u>required</u> training is District paid.
LICENSES & CERTIFICATES	<ul style="list-style-type: none"> • Class A D/L: \$600/year. • Industrial Firefighter: Class B D/L: \$300/year. • Industrial Fire Officer: Class B D/L: \$750/year.
OVERTIME MEAL	<ul style="list-style-type: none"> • \$11 if employee works 2 hours beyond scheduled work period.
PAY ON PROMOTION	<ul style="list-style-type: none"> • Whichever step offers promoting employee a minimum of 5% increase.
SPECIAL PAY	<ul style="list-style-type: none"> • Chemical usage: \$13/day for chemicals on "I Danger" or "II Warning" list. • Full pay for military and jury duty time off. • 13.8% for Water Safety Instruction.
EMPLOYEE ASSISTANCE PROGRAM (EAP) ER cost: \$3./month per E E cost: \$1/month	<ul style="list-style-type: none"> • Provided by Institute for Labor and Mental Health. • Up to total of 5 free visits per year per employee and dependents. Provides confidential counseling, consulting and referral services in a broad range of areas, such as work problems, relationship and family problems, stress management, communication issues, bereavement, life changes, anxiety and depression, alcohol or other chemical dependency issues.

The information contained in this document is a summary of benefits provided to Park District employees. For specific information, please refer to the applicable bargaining unit agreement, appropriate plan documents, or contact the Human Resources Department. Any errors or omissions do not constitute either an expressed or implied contract. The benefits are subject to approved modifications and changes. (Revised 12/18/07)