

East Bay Regional Park District
POLICE ASSOCIATION BENEFITS - 2011

Covers following SWORN Classifications:

Police Officer/Recruit, Police Officer/Helicopter Pilot, Police Sergeant, Police Sergeant/Helicopter Pilot, and Fire Captain

Covers following NON-SWORN Classifications:

Dispatch/Community Service Officer, Dispatch Supervisor, Property and Evidence Clerk and Volunteer Coordinator

Excludes following (covered under Management):

Records & Comm. Mgr., Police Lieutenants, Police Captain, Asst. Fire Chief, Fire Chief, and AGM Public Safety

BENEFIT Note: E=Employee, ER=Employer	DESCRIPTION
Memorandum of Understanding TERM	10/01/2009 – 09/30/2011
SALARY INCREASES	10/01/2009 COLA: .2% and 1% equity adjustment. 10/01/2010 COLA: Per CPI-U (San Francisco/Oakland/San Jose) with floor of 0 and cap of 1%.
MEDICAL INSURANCE* (Effective 1/1/2011) ER cost: (per month) Health Benefit Average EE = \$ 548.00 EE+1= \$1,062.49 EE+2= \$1,366.69	<ul style="list-style-type: none"> • Flexible Benefit Plan (Cafeteria Plan). • CalPERS Medical Plan, cost above employer contribution paid by employee. • Coverage begins 1st of the month after employment with submission of enrollment form. • Employees demonstrating coverage under another plan may apply all or a portion of the benefit toward salary. Employees at E+1 or E+2 can get cash value at E+1 (max per MOU).
DENTAL INSURANCE* (Effective 1/1/2011) ER cost: (per month) EE = \$ 65.13 EE+1 = \$122.49 EE+2 = \$194.43	<ul style="list-style-type: none"> • Through Delta Dental. District pays premium, 90-10% co-payment, \$2,000 annual maximum. • Orthodontics: District pays premium, 70-30% co-payment, maximum lifetime coverage is \$1,500/patient. • Begins 1st of month following 3 full months employment except for sworn officer lateral transfers. • Requires submission of enrollment form.
LIFE AND AD&D INSURANCE (Effective 11/01/2009) ER cost: Life: \$0.24/\$1,000 coverage AD&D: \$0.03/\$1,000 coverage	<ul style="list-style-type: none"> • Life insurance maximum is 1 times annual salary or \$100,000. • AD&D for <u>sworn officers only</u>: coverage is \$50,000. • Administered by Lincoln Financial.
RETIREMENT (CalPERS) – Sworn (Effective 07/01/2011) ER cost: (ER pays ER and E contributions) ER Rate = 24.112% & E Rate = 9% (ER paid)	<ul style="list-style-type: none"> • Effective 07/01/2006: PERS 3% @ 50 formula. • One year final compensation and optional credit for unused sick leave. • Employer Paid Member Contribution (EPMC) is reported as earnings for retirement benefit calculations. • Social Security <u>excluded</u> from PERS retirement formula.
RETIREMENT (CalPERS) Non-Sworn (Effective 7/1/2011) ER cost: ER pays ER rate and 7% of E rate ER Rate: ER pays 19.966% E Rate: 8%; ER pays 7%, E pays 1% (pre-tax)	<ul style="list-style-type: none"> • All new hires in CalPERS Plan - 2.5% @ 55 formula. • Average last 3 years, or three highest consecutive years. • Optional credit for unused sick leave. • Social Security <u>excluded</u> from PERS retirement formula.

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 (Revised 07/13/2011)

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SOCIAL SECURITY ER cost: full Social Security	<ul style="list-style-type: none"> • 7.65% (6.2% Social Security + 1.45% Medicare) • Employer & Employee pay equal shares
RETIREE HEALTH REIMBURSEMENT (Effective 1/1/2011) ER cost: \$108/month	<ul style="list-style-type: none"> • For all CalPERS Retirees; employer cost based on the PEMHCA annual minimum.
IRS CODE 125 – Medical & Dependent Care Flexible Spending Accounts (Optional) ER cost: \$6.00/month per E (2010 amounts, depending on elections)	<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 are deducted pre-tax. • Employee-paid share of medical premium contributions will be deducted on a pre-tax basis. • Administered by Flex-Plan Services.
VACATION ACCRUAL*	<ul style="list-style-type: none"> • New hire to up to 5 years: 12 days/year. • 5 to up to 10 years: 15 days/year. • 10 to up to 15 years: 18 days/year. • 15 to up to 20 years: 21 days/year. • 21+ years: vacation increases, incrementally, by 1 day per year.
HOLIDAYS	<ul style="list-style-type: none"> • 13 days/year (10 holidays + 3 floaters): Admission's Day, Columbus Day, Veteran's Day, Thanksgiving Day, Day After Thanksgiving, Christmas Day, Day After Christmas, New Year's Day, M. L. King, Jr.'s Birthday, Washington's Birthday.
SICK LEAVE ACCRUAL	<ul style="list-style-type: none"> • 1 day/month, unlimited accumulation • If 25 or more years of service at retirement, accrued unused sick leave paid as mandatory contribution into Retirement Health Savings Plan, with 1% of accrued, unused sick leave for each year of service. • Balance of accrued unused sick leave applied as service credit at retirement.
FAMILY DEATH LEAVE	<ul style="list-style-type: none"> • 3 days local, 5 days out of town (more than 500 miles from employee's home) with full pay.
DEFERRED COMPENSATION ER cost: based on E contribution for Non-Sworn only	<p><u>457 Plan</u> voluntary participation for SWORN - <u>457 Plan</u> (matching funds for NON-SWORN only):</p> <ul style="list-style-type: none"> • <5 years of service: If Employee contributes 2% or more District matches 1%. • 5+ years of service: Additional option of 4% or more Employee contribution, 2% District match. • 10+ years of service: Additional option of 6% or more Employee contribution, 3% District match.
JOB INJURY LEAVE	<ul style="list-style-type: none"> • Sworn: as defined under the provisions of the California Labor Code. • Non-Sworn: Up to 1 year w/pay, accrue S/L, vac, step increases for max. of 6 months while on leave
LONG TERM DISABILITY ER cost: \$19.50/month per EE	<ul style="list-style-type: none"> • Coverage through PORAC. Coverage is 66⅔% of base salary. • Begins date of hire with submission of enrollment form.

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STATE DISABILITY INSURANCE and PAID FAMILY LEAVE	<ul style="list-style-type: none"> None provided. PA members opted out of this program and chose instead to receive life insurance and PORAC long-term disability benefits.
UNIFORM ALLOWANCE (Effective 1/1/2009) ER cost: \$930/year sworn; \$685/year non-sworn	<ul style="list-style-type: none"> Paid twice per year (January and July).
STANDBY PAY	<ul style="list-style-type: none"> One-half (1/2) straight time for actual hours on stand-by.
CALL BACK PAY	<ul style="list-style-type: none"> Minimum 3 hours @ Overtime rate on regular day. Minimum 4 hours on day off @ 1.5 times regular rate. Also receive 1 hour for travel time @ 1.5 times regular rate.
WORK IN A HIGHER CLASS	<ul style="list-style-type: none"> Less than 30 days: \$10/day. 30+ days: On 31st day, receive greater of 5% or lowest step of higher position.
COURT PAY	<ul style="list-style-type: none"> Minimum 3 hrs @ overtime rate on a regular day. Minimum 4 hrs on day off. If cancelled less than 24 hours in advance on day off, employee receives 2 hours of pay at regular rate.
FIELD TRAINING OFFICER PAY	<ul style="list-style-type: none"> 5% while assigned (Sworn and Dispatcher only).
TUITION REIMBURSEMENT ER cost: up to \$1,600/year	<ul style="list-style-type: none"> \$800/year job-related. \$800/year career-related, can combine for career (for a potential total career related reimbursement of \$1,600). <u>Job required</u> training fully-paid by the District.
LICENSES & CERTIFICATES	<ul style="list-style-type: none"> POST Incentive (Sworn and Property & Evidence Clerk Only) per contract.
OVERTIME MEAL	<ul style="list-style-type: none"> \$11 if work 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.
EMPLOYEE ASSISTANCE PROGRAM (EAP) (Effective 1/1/2011) ER cost: \$3.53/month per E EE cost: \$0	<ul style="list-style-type: none"> Provided by Claremont Behavioral Health. Up to total of 5 paid visits per issue/per year per employee/eligible dependent(s). Provides confidential counseling, consulting/referral services for a range of areas (work concerns, relationship/family problems, stress management, communication issues, bereavement, life changes, anxiety/depression, alcohol/other chemical dependency issues.

** For regular full-time employees; prorated for part-time.*

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