

**CITY OF ANTIOCH
MANAGEMENT**

**FRINGE BENEFIT SUMMARY
October 1, 2013 – September 30, 2016**

WAGES

5-Step Plan except for City Manager and City Attorney who have a fixed rate.

CAFETERIA PLAN: (Eff. 1/01/15)

City contributes:

Exec. Mgt. \$ 830.62/mo – Single
\$1,288.97/mo – Two-Party
\$1,601.51/mo – Family

For the purchase of Health & Welfare Benefits:

Any unused funds will be split 50/50 between City and Employee

Sr./Mid-Mgmt. \$ 792.40/mo – Single
\$1,250.64/mo – Two-Party
\$1,569.62/mo - Family

City pays \$122.00/mo. for the PERS Minimum Employer Contribution (MEC)

Medical (PERS) (Optional w/proof of other coverage)

Monthly Premium Rates (Actual cost to emp)

	Single	2-Party	Family
Anthem Blue Cross Select HMO	540.41	1,202.82	1,600.27
Anthem Blue Cross Traditional HMO	705.57	1,533.14	2,029.68
Blue Shield Access+	806.87	1,735.74	2,293.06
Blue Shield NetValue	748.60	1,619.20	2,141.56
Kaiser Permanente	592.45	1,306.90	1,735.57
PERS Choice	578.84	1,279.68	1,700.18
PERS Select	568.43	1,258.86	1,673.12
PERSCare	653.08	1,428.16	1,893.21
UnitedHealthcare	728.67	1,579.34	2,089.74

Dental (Delta Dental) (Optional)

	Single	2-Party	Family
Delta Dental - Option A	127.16	127.16	127.16
Delta Dental - Option B	127.78	127.78	127.78
Delta Dental - Option C	134.55	134.55	134.55
Delta Dental - Option D	182.61	182.61	182.61

Vision (Medical Eye Services) (Optional)

	Single	2-Party	Family
Medical Eye Services - Option 1	4.89	9.65	12.56
Medical Eye Services - Option 2	10.56	21.02	27.36
Medical Eye Services - Option 3	13.22	21.26	34.06

Long Term Disability (LTD) (Mandatory)

Eff. 7/01/05 \$0.495/100 of salary, 90 day waiting period, benefit = 60% of salary

Life Insurance 2X Annual Salary (\$50,000 is Mandatory)

Eff. 7/01/10 \$.21-1/2 per \$1,000 (Max. of \$250,000)

Supplemental Life Insurance

Available at employee's cost

Employee Asst. Program (Mandatory)

\$4.00 Eff. 7/01/12

Wellness Program (Optional)

\$27.00

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SAFETY SHOES

City pays \$160/year for:

Community Dev. Director/City Engineer
Director of Public Works
Asst. City Engineer
Capital Improvements Director
Deputy Dir. of P.W.-Operations
Collection Systems Supt.
Water Distribution Supt.
Park Maint. Supt.
WTP Supt.
Streets Supt.
Park Maint. Supv. Streets Supv.
WTP Supv. Wtr. Quality Analyst
Collection Systems Supv.
Water Distribution Supv.
Chief Bldg. Official
Harbormaster
Neighborhood Improvement Coordinator

ACTING PAY FOR WORKING IN HIGHER CLASS

Minimum of 5% (After working cumulative total of 40 hours in higher class for training)

DEFERRED COMPENSATION

Executive Mgmt. 5% of salary
Sr. & Mid-Mgmt/Prof. 2% of salary

EDUCATIONAL INCENTIVE

Reimbursement for books & tuition for approved classes up to a maximum of \$1000/year.

HOLIDAYS

14/Year (Including 2 floating holidays)

VACATION

Executive Management employees shall be credited with 15 days of vacation leave on date of hire for first year and shall accumulate thereafter as follows:

15 days start of 2nd thru 3rd yr.
20 days start of 4th thru 9th yr.
23 days start of 10th thru 14th yr.
25 days start of 15th thru 19th yr.
30 days start of 20th

VACATION

Sr. Management & Mid-Mgmt/Professional, **after** March 1, 1992, shall earn vacation leave as follows:

11 days date of hire thru 4th yr.
15 days start of 5th thru 9th yr.
18 days start of 10th thru 14th yr.
20 days start of 15th thru 19th yr.
25 days start of 20th

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ADMINISTRATIVE LEAVE

Tier 1: 96 Hours per year
Tier 2: 80 Hours per year
Tier 3: 40 Hours per year

STANDBY COMPENSATION

Maintenance Supt. & Supv.- see
Management document.

SICK LEAVE UPON TERMINATION

Upon termination, employees with at least
10 consecutive years of service shall
receive payment for 40% of their unused
sick leave to a maximum of 40 days.

SICK LEAVE CONVERSION POLICY

At end of calendar yr. if employee has
used less than 5 days of SL, they can
convert up to 12 days of current unused SL
to vac. or cash on a 3-1 ratio, providing that
such conversion does not reduce bal. to
less than 250 hrs. SL not converted will
accumulate.

VACATION BUY-BACK

Executive Mgmt. - Up to 2 weeks (80 hrs.)
per calendar year.
Senior & Mid-Mgmt/Prof. - Up to 1 week (40
hrs.) per calendar year.

MEDICAL-AFTER-RETIREMENT

See Medical-after-Retirement Plan
Hires on or after 9/1/07 = MARA defined
contribution plan

CAR ALLOWANCE

City Manager	\$450/mo.
Executive Mgmt.	\$350/mo.
Deputy Dir. of Community Dev.	\$250/mo.
Assistant to the City Manager	\$250/mo.

RETIREMENT

Public Employees Retirement System
PERS):

2.0% @ 62 for new employees;
2.7% @ 55 for classic/legacy employees

Employer Contribution Rate

FY 2014-15 = 26.250%

All Employees pays \$2/mo. for 1959
Survivors.