

CITY OF ANTIOCH
ACEA, UNIT IV
 Operational Engineer Local 3
FRINGE BENEFIT SUMMARY
October 1, 2009 - September 30, 2014

WAGES

5-Step Plan

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

City contributes:

- \$ 595.72/mo – Single
- \$ 1,053.90/mo – Two-Party
- \$ 1,366.79mo – Family

For the purchase of Health & Welfare Benefits:

Any unused funds will be split 50/50 between City and Employee if they take cash or 100% of unused funds to deferred comp

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

Wellness Program (Optional)

\$ 27.00

LIFE INSURANCE \$25,000 policy (Mandatory)
\$.21-1/2 per \$1,000

\$5.38 City pays Eff. 7/01/10

SUPPLEMENTAL LIFE INSURANCE

Available at employee's cost

EMPLOYEE ASST. PROGRAM (Mandatory)

City pays \$4.00 Eff. 7/01/12

STATE DISABILITY INSURANCE (SDI)
(Mandatory)
Withhold at .8% - Maximum \$693.58

City pays Eff. 01/01/08
Wage benefit up to \$86,698

LONG-TERM DISABILITY (Mandatory)

Employee pays
(\$.00495/\$100 of Salary)
90-day waiting period; benefit = 60% of salary)

UNIFORMS/JACKETS

For Some:
Animal Control Officer & Animal
Licensing Technician
(3 New - Replacements to be approved
by Supervisor)

Animal Care Attendants
(4 pants & 4 T-Shirts - Replacements to
be approved by Supervisor)

Sr. P.W. Inspector, Engineering Tech.
P.W. Inspector, Building Inspector I/II
(1 Jacket - Replacements to be approved by
Supervisor)

SAFETY SHOES

\$190/per fiscal yr.
Assoc. Civil Engineer Asst. Engineer
Junior Engineer Bldg. Inspector I/II
Sr. P.W. Inspector P.W. Inspector
Engineering Tech. Animal Control Officer
Animal Licensing Tech. Code Enforcement Officer

SAFETY GLASSES

1 Pair per year
Bldg. Inspector I/II Sr. P.W. Inspector
P.W. Inspector Animal Control Officer
Code Enforcement Officer

**ACTING PAY FOR WORKING IN
HIGHER CLASS**

Minimum of 5% (After working cumulative total
of 40 hours in higher class for training and
absence of employee in higher class is for 40 or
more continuous hours). Employees on probation
are not eligible to fill acting position or receive
acting pay.

DEFERRED COMPENSATION

Qualifying employees, have option to place 100%
of unused benefit funds into Deferred Comp.

REGISTRATION

City Pays 5% Certificate Pay for:
Civil Engineers, Building Inspectors I/II,
Code Enforcement Officers, and
Sr. Building Inspector

EDUCATIONAL INCENTIVE

Reimbursement for books & tuition for
approved classes up to a maximum of \$800/year.

HOLIDAYS	14/Year (Includes 2 floating holidays)
VACATION	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 yr.
OVERTIME	Maximum accumulation of 80 hours Code Enforcement Officer shall receive 40 hrs. at the beginning of each year.
STANDBY COMPENSATION	\$150 for each 7-day period of overtime & an additional \$35 for each holiday. Animal Control Officer Animal Licensing Technician Network Administrator Marina Secretary/Attendant Computer Technician I/II/III
CALL-BACK TIME	Minimum of 2 hours or time and one-half, whichever is greater. 3 hours minimum on holidays. (Employee must be off the premises and must be called to return to work.) Info. Systems employees responding by phone or computer modem, from midnight to 1 hr. before regular work schedule receives 2 hrs. or time & one-half whichever is greater.
SICK LEAVE PAY 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 400 hrs. SL not converted will accumulate.
BILINGUAL PAY	\$100/month
MEDICAL-AFTER-RETIREMENT	See Medical After Retirement Plan Hires on and after 9/1/07 = MARA defined contribution plan
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%

Employee pays \$2/mo. for 1959 Survivors

**PROVISION FOR WITHDRAWAL FROM
REPRESENTATIONAL UNIT**

See Memorandum of Understanding