

CITY OF ANTIOCH
Antioch Police Sworn Management (Captains & Lieutenants)

FRINGE BENEFIT SUMMARY
November 1, 2007 – February 28, 2017

WAGES

5-Step Plan

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

City contributes:

\$ 734.14/mo – Single
 \$1,456.70/mo – Two-Party
 \$1,968.05/mo - Family

For the purchase of Health & Welfare Benefits:

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

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

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

LONG TERM DISABILITY (LTD) (Mandatory)

Employee pays

UNIFORMS

\$71.67/mo. (\$860/yr.) – Eff. 11/1/07 (Eff. each Nov. 1 thereafter for the duration of this agreement, the uniform allowance shall be increased by \$20 per year, paid on a monthly basis).

ACTING PAY FOR WORKING IN HIGHER CLASS

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

DEFERRED COMPENSATION

2% of salary (**This is currently being deferred**)

EDUCATIONAL INCENTIVE

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

2.5% AA or Intermediate Post Cert.
5% BA or Advanced Post Cert.

HOLIDAYS

14/Year (Including 2 floating holidays)

VACATION

Police Captains & Police Lieutenants hired **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

Police Captains & Police Lieutenants hired **prior** to March 1, 1992, shall earn vacation leave as follows:

16 days date of hire thru 4th yr
20 days start of 5th thru 9th yr
23 days start of 10th thru 14th yr
25 days start of 15th thru 19th yr
30 days start of 20th

HOLIDAY PAY

APSMA members assigned to work a holiday shall receive time & one half pay in addition to their regular rate of pay.

ADMINISTRATIVE LEAVE

80 Hours per year

SHIFT DIFFERENTIAL

2-1/2% for swing shift when the majority of the shift is after 4 p.m.

5% for graveyard shift when the majority of the shift is after 8 p.m.

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 up 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

Up to 1 week (40 hrs.) per calendar year.

MEDICAL-AFTER-RETIREMENT

Yes, (see Medical-After-Retirement Plan)
Hires on or after 9/1/07 = MARA defined contribution plan

RETIREMENT

Public Employees Retirement System (PERS):
2.7% @ 57 for new employees;
3.0% @ 50 for classic/legacy employees

Employer Contribution Rate

FY 2014-15 = 33.900%