

CITY OF ANTIOCH  
**PUBLIC EMPLOYEES UNION, LOCAL 1 - UNIT I**  
 FRINGE BENEFIT SUMMARY

April 1, 2012 – March 31, 2015

**WAGES**

5-Step Plan

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

For the purchase of Health & Welfare Benefits:

City contributes:

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

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)

Monthly Premium Rates (actual cost to emp)

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

	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
Option A	\$ 127.16	\$ 127.16	\$ 127.16
Option B	\$ 127.78	\$ 127.78	\$ 127.78
Option C	\$ 134.55	\$ 134.55	\$ 134.55
Option D	\$ 182.61	\$ 182.61	\$ 182.61

Vision (Medical Eye Services) (Optional)

	Single	2-Party	Family
Option I	\$ 4.89	\$ 9.65	\$ 12.56
Option II	\$ 10.56	\$ 21.02	\$ 27.36
Option III	\$ 13.22	\$ 21.26	\$ 34.06

Wellness Program (Optional)

\$ 27.00

**Life Insurance** (Mandatory) \$25,000 policy (Eff. 7/01/10 \$ .21-1/2 + .04 for AD&D/\$1,000)

**Supplemental Life Insurance** Available at employee's cost

**Employee Asst. Program** (Mandatory) \$4.00 Eff. 7/01/12

**Long Term Disability (LTD)** (Mandatory) (Eff. 9/01/05 \$.875/\$100 of Salary, 30 day waiting period, benefit = 60% of Salary)

**SHORT-TERM DISABILITY PLAN** - Yes - City converts \$ amount to sick leave (1<sup>st</sup> 30 days of disability)

**UNIFORMS** Yes - 4 Shirts & 4 Pants (any combination not to exceed 8 items per calendar year) plus sweatshirt, parka & windbreaker.

**SAFETY SHOES** Yes -\$215.00/Fiscal Year

**ACTING PAY FOR WORKING IN HIGHER CLASS** Yes - Minimum of 5% (After working cumulative total of 40 hours in higher class for training). Employees serving initial probationary period not eligible to fill acting position or receive acting pay.

**DEFERRED COMPENSATION** Employees in the bargaining unit have opportunity to participate in ICMA, NATIONWIDE, CALPERS 457 Deferred Comp Plan.

**REGISTRATION** No

**EDUCATIONAL INCENTIVE** Yes - Reimbursement for books & tuition, for approved classes up to a maximum of \$800/year.

**HOLIDAYS** 14/Year (Including 2 floating holidays)

**VACATION** Yes - 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** Yes - maximum accumulation of 40 hours except employees authorized to work on Standby & Weekend Parks Duty can accumulate 80 hours.

**COMP TIME BUY-BACK** Yes - Up to 40 hours per calendar year.

**STANDBY COMPENSATION** Yes - See Memorandum of Understanding for details.

**CALL-BACK TIME** Yes - 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.)

**MEAL ALLOWANCE** Yes - \$11.50/Meal - Eff. 09/01/04

**SICK LEAVE PAY UPON TERMINATION**

Yes - 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.

**MEDICAL-AFTER-RETIREMENT**

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

**SHIFT DIFFERENTIAL**

No

**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**

Yes - See Memorandum of Understanding