

CITY OF ANTIOCH
TREATMENT PLANT EMPLOYEES' ASSOCIATION, UNIT III

FRINGE BENEFIT SUMMARY

October 1, 2014 – September 30, 2018

WAGES

5-Step Plan

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

City contributes:

- \$ 594.61/mo – Single
- \$ 1,052.96/mo – Two-Party
- \$ 1,365.66/mo – 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
United Healthcare	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 1X Annual Salary to a maximum of \$75,000.00 (Mandatory)

City pays - Eff. 7/01/08 \$.29-1/2 per \$1,000

(Premium based on average salaries of positions in Unit)

<u>Supplemental Life Insurance</u>	Available at employee's cost
<u>Employee Asst. Program</u> (Mandatory)	\$4.00 City pays (Eff. 7/1/12)
<u>Long-Term Disability (LTD)</u> (Mandatory)	(Eff. 9/10/05 \$.495/\$100 of Salary 30-day waiting period; benefit = 60% of salary)
UNIFORMS	Yes - 4 New - Replacements as required
SAFETY SHOES	Yes - \$250/year (eff 7/1/15)
ACTING PAY FOR WORKING IN HIGHER CLASS	Yes - Minimum of 5% (After working cumulative total of 40 hours in higher class for training & absence of employee in higher class is for 40 or more continuous hours)
DEFERRED COMPENSATION	Qualifying employees, have option to place 100% of unused benefit funds into Deferred Comp.
REGISTRATION	Yes - City pays for Certification & Renewal
EDUCATIONAL INCENTIVE	Yes - Reimbursement for books and tuition for approved classes up to a maximum of \$800/year.
HOLIDAYS	14/Year (Including 3 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 80 hours (includes Standby)
STANDBY COMPENSATION	Yes
CALL-BACK TIME	Yes - After 1 or more hours after quitting time, minimum of 2 hours or time and one-half, whichever is greater.
MEAL ALLOWANCE	Yes - \$8.50
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	Yes - for employee & spouse - Eff. 10/15/02 Hires on and after 9/1/07 = MARA defined contribution plan
SHIFT DIFFERENTIAL	Yes - 5% for Swing; 10% for Graveyard

GRADE DIFFERENTIAL

Yes - 5% for State Cert. greater than Grade I when such certification is above requirements for that position.

RETIREMENT

Public Employees Retirement System (PERS):
2.0% @ 62 for new employees;
2.7% @ 55 for classic/legacy employees

Employee pays \$2/mo. for 1959 Survivors

Employer Contribution Rate

FY 2014-15 = 26.250%

PROVISION FOR WITHDRAWAL FROM ASSOCIATION

No