

Benefit	AIE	OE3	SPPEA (See MOU for addt'l pay incentives)	SPPEA Management Unit (See MOU for addt'l pay incentives)	Confidential	Division Managers	Executive Management
MOU Term	07/01/2022 - 06/30/2027	07/01/2022 - 06/30/2027	07/01/2022 - 06/30/2027	07/01/2022 - 06/30/2027	07/01/2022 - 06/30/2027	07/01/2022 - 06/30/2027	07/01/2022 - 06/30/2027
SCHEDULED SALARY INCREASES (COLA)	07/01/2022 5% 07/01/2023 5% 07/01/2024 1.5% 07/01/2025 2% 07/01/2026 2%	07/01/2022 5% 07/01/2023 5% 07/01/2024 2% 01/01/2025 2% 07/01/2025 2% 07/01/2026 2%	07/01/2022 5% 07/01/2023 5% 07/01/2024 2% 01/01/2025 2% 07/01/2025 2% 07/01/2026 2%	07/01/2022 5% 07/01/2023 5% 07/01/2024 2% 01/01/2025 2% 07/01/2025 2% 07/01/2026 2%	07/01/2022 5% 07/01/2023 5% 07/01/2024 2% 01/01/2025 2% 07/01/2025 2% 07/01/2026 2%	07/01/2022 5% 07/01/2023 5% 07/01/2024 2% 01/01/2025 2% 07/01/2025 2% 07/01/2026 2%	07/01/2022 5% 07/01/2023 5% 07/01/2024 2% 01/01/2025 2% 07/01/2025 2% 07/01/2026 2%
MEDICAL BENEFIT (Contract with CalPERS Health)	ER pays 90% of CalPERS Employee selected plan & level of coverage up to 90% of the corresponding Kaiser plan level	ER pays 90% of CalPERS Employee selected plan & level of coverage up to 90% of the corresponding Kaiser plan level	ER pays 90% of CalPERS Employee selected plan & level of coverage up to 90% of the corresponding Kaiser plan level	ER pays 90% of CalPERS Employee selected plan & level of coverage up to 90% of the corresponding Kaiser plan level	ER pays 90% of CalPERS Employee selected plan & level of coverage up to 90% of the corresponding Kaiser plan level	ER pays 90% of CalPERS Employee selected plan & level of coverage up to 90% of the corresponding Kaiser plan level	ER pays 90% of CalPERS Employee selected plan & level of coverage up to 90% of the corresponding Kaiser plan level
MEDICAL IN-LIEU Employees with alternate medical insurance are eligible to receive payment in-lieu	<u>Monthly</u> Single: \$350.00 Dual/Family: \$500.00	<u>Monthly</u> Single: \$350.00 Dual/Family: \$500.00	<u>Monthly</u> Single: \$350.00 Dual/Family: \$500.00	<u>Monthly</u> Single: \$350.00 Dual/Family: \$500.00	<u>Monthly</u> Single: \$350.00 Dual/Family: \$500.00	<u>Monthly</u> Single: \$350.00 Dual/Family: \$500.00	<u>Monthly</u> Single: \$350.00 Dual/Family: \$500.00
DENTAL BENEFIT ER Paid – Full Premium for Delta Dental – includes 50/50 ortho - \$3K max for EE & each eligible dependent (Contract with Dublin Insurance Services)	<u>Effective 01/01/26</u> Single: \$51.07 Dual: \$94.90 Family: \$156.22 (Includes 50/50 orthodontia plan for EE and dependent - \$3,000 maximum)	<u>Effective 01/01/26</u> Single: \$51.07 Dual: \$94.90 Family: \$156.22 (Includes 50/50 orthodontia plan for EE and dependent - \$3,000 maximum)	<u>Effective 01/01/26</u> Single: \$51.07 Dual: \$94.90 Family: \$156.22 (Includes 50/50 orthodontia plan for EE and dependent - \$3,000 maximum)	<u>Effective 01/01/26</u> Single: \$51.07 Dual: \$94.90 Family: \$156.22 (Includes 50/50 orthodontia plan for EE and dependent - \$3,000 maximum)	<u>Effective 01/01/26</u> Single: \$51.07 Dual: \$94.90 Family: \$156.22 (Includes 50/50 orthodontia plan for EE and dependent - \$3,000 maximum)	<u>Effective 01/01/26</u> Single: \$51.07 Dual: \$94.90 Family: \$156.22 (Includes 50/50 orthodontia plan for EE and dependent - \$3,000 maximum)	<u>Effective 01/01/26</u> Single: \$51.07 Dual: \$94.90 Family: \$156.22 (Includes 50/50 orthodontia plan for EE and dependent - \$3,000 maximum)
VISION BENEFIT (VSP Contract with Dublin Insurance Services)	<i>EE Optional Benefit</i> <u>Effective 01/01/25</u> \$16.58/mo. for employee and eligible dependents	<i>EE Optional Benefit</i> <u>Effective 01/01/25</u> \$16.58/mo. for employee and eligible dependents	N/A City contribute funds for FSA account direct to SPPEA 07/01/22 - \$225 01/01/23 - \$450 01/01/24 - \$450 01/01/25 - \$450 01/01/26 - \$450 01/01/27 - \$225	N/A City contribute funds for FSA account direct to SPPEA 07/01/22 - \$225 01/01/23 - \$450 01/01/24 - \$450 01/01/25 - \$450 01/01/26 - \$450 01/01/27 - \$225	<i>EE Optional Benefit</i> <u>Effective 01/01/25</u> \$16.58/mo. for employee and eligible dependents	<i>EE Optional Benefit</i> <u>Effective 01/01/25</u> \$16.58/mo. for employee and eligible dependents	<i>EE Optional Benefit</i> <u>Effective 01/01/25</u> \$16.58/mo. for employee and eligible dependents
FLEXIBLE SPENDING ACCOUNT (FSA) (Contract with Basic)	7/1/22 - 12/31/22 \$225 1/1/23 - \$450 1/1/24 - \$450 1/1/25 - \$450 1/1/26 - \$450 1/1/27 – 6/30/27 \$225	7/1/22 - 12/31/22 \$225 1/1/23 - \$450 1/1/24 - \$450 1/1/25 - \$450 1/1/26 - \$450 1/1/27 – 6/30/27 \$225	N/A	N/A	7/1/22 - 12/31/22 \$225 1/1/23 - \$450 1/1/24 - \$450 1/1/25 - \$450 1/1/26 - \$450 1/1/27 – 6/30/27 \$225	7/1/22 - 12/31/22 \$225 1/1/23 - \$450 1/1/24 - \$450 1/1/25 - \$450 1/1/26 - \$450 1/1/27 – 6/30/27 \$225	7/1/22 - 12/31/22 \$225 1/1/23 - \$450 1/1/24 - \$450 1/1/25 - \$450 1/1/26 - \$450 1/1/27 – 6/30/27 \$225

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LIFE INSURANCE & AD&D (ER Paid) PROVIDER: VOYA thru MPA	\$60,000 benefit	\$60,000 benefit	\$60,000 benefit	\$60,000 benefit	\$60,000 benefit	\$60,000 benefit	\$100,000 benefit
LONG TERM DISABILITY PROVIDER: VOYA through MPA SHORT TERM DISABILITY PROVIDER: VOYA thru MPA	Two thirds (2/3) of monthly salary after a ninety (90)-day qualifying period. Two-thirds (2/3) of monthly salary up to 90 days (after twenty-nine (29) days waiting period)	Two thirds (2/3) of monthly salary after a ninety (90)-day qualifying period. Two-thirds (2/3) of monthly salary up to 90 days (after twenty-nine (29) days waiting period)	Non-Sworn: Two thirds (2/3) of monthly salary after a ninety (90)-day qualifying period Sworn: CLEA Two-thirds (2/3) of monthly salary up to 90 days (after twenty-nine (29) days waiting period)	Non-Sworn: Two thirds (2/3) of monthly salary after a ninety (90)-day qualifying period Sworn: CLEA Two-thirds (2/3) of monthly salary up to 90 days (after twenty-nine (29) days waiting period)	Two thirds (2/3) of monthly salary after a ninety (90)-day qualifying period. Two-thirds (2/3) of monthly salary up to 90 days (after twenty-nine (29) days waiting period)	Two thirds (2/3) of monthly salary after a ninety (90)-day qualifying period. Two-thirds (2/3) of monthly salary up to 90 days (after twenty-nine (29) days waiting period)	Two thirds (2/3) of monthly salary for non-sworn members after a ninety (90)-day qualifying period. Two-thirds (2/3) of monthly salary up to 90 days (after twenty-nine (29) days waiting period)
VACATION LEAVE (Maximum 2-yr accrual balance cap) (NO CAP for Executive Management)	0-3 yrs = 75 hrs. 3-10 yrs = 112.50 hrs. 10-15 yrs = 150 hrs. 15 yrs +1day = 157.50 hrs. 16 yrs +1day = 165 hrs. 17 yrs +1day = 172.50 hrs. 18 yrs +1day = 180 hrs. 19 yrs +1day = 187.50 hrs. 20 yrs +1day = 195 hrs. 21 yrs + 1day = 202.50 hrs. 22 yrs + 1day = 210 hrs. 23 yrs + 1day = 217.50 hrs. 24 yrs +1day = 225 hrs.	0-3 yrs = 75 hrs. 3-10 yrs = 112.50 hrs. 10-15 yrs = 150 hrs. 15 yrs +1day = 157.50 hrs. 16 yrs +1day = 165 hrs. 17 yrs +1day = 172.50 hrs. 18 yrs +1day = 180 hrs. 19 yrs +1day = 187.50 hrs. 20 yrs +1day = 195 hrs. 21 yrs + 1day = 202.50 hrs. 22 yrs + 1day = 210 hrs. 23 yrs + 1day = 217.50 hrs. 24 yrs +1day = 225 hrs.	0-3 years = 96 hrs. 3-10 years = 136 hours 10-15 years = 176 hrs. 15 yrs +1day = 184 hrs. 16 yrs +1day = 192 hrs. 17 yrs +1day = 200 hrs. 18 yrs +1day = 208 hrs. 19 yrs +1day = 216 hrs. 20 yrs +1day = 224 hrs. 21 yrs +1day = 232 hrs. 22 yrs +1day = 240 hrs. 23 yrs +1day = 248 hrs. 24 yrs +1day = 256 hrs.	0-3 years = 96 hrs. 3-10 years = 136 hours 10-15 years = 176 hrs. 15 yrs +1day = 184 hrs. 16 yrs +1day = 192 hrs. 17 yrs +1day = 200 hrs. 18 yrs +1day = 208 hrs. 19 yrs +1day = 216 hrs. 20 yrs +1day = 224 hrs. 21 yrs +1day = 232 hrs. 22 yrs +1day = 240 hrs. 23 yrs +1day = 248 hrs. 24 yrs +1day = 256 hrs.	0-3 yrs = 75 hrs. 3-10 yrs = 112.50 hrs. 10-15 yrs = 150 hrs. 15 yrs +1day = 157.50 hrs. 16 yrs +1day = 165 hrs. 17 yrs +1day = 172.50 hrs. 18 yrs +1day = 180 hrs. 19 yrs +1day = 187.50 hrs. 20 yrs +1day = 195 hrs. 21 yrs + 1day = 202.50 hrs. 22 yrs + 1day = 210 hrs. 23 yrs + 1day = 217.50 hrs. 24 yrs +1day = 225 hrs.	0-3 yrs = 75 hrs. 3-10 yrs = 112.50 hrs. 10-15 yrs = 150 hrs. 15 yrs +1day = 157.50 hrs. 16 yrs +1day = 165 hrs. 17 yrs +1day = 172.50 hrs. 18 yrs +1day = 180 hrs. 19 yrs +1day = 187.50 hrs. 20 yrs +1day = 195 hrs. 21 yrs + 1day = 202.50 hrs. 22 yrs + 1day = 210 hrs. 23 yrs + 1day = 217.50 hrs. 24 yrs +1day = 225 hrs.	0-3 yrs = 75 hrs. 80 hrs. sworn 3-10yrs = 112.5 hrs. 120 hrs. sworn 10-15 yrs = 150 hrs. 160 hrs. sworn 15 yrs +1day = 157.50 hrs. 168 hrs. sworn 16 yrs +1day = 165 hrs. 176 hrs. sworn 17 yrs +1day = 172.50 hrs. 184 hrs. sworn 18 yrs +1day = 180 hrs. 192 hrs. sworn 19 yrs +1day = 187.5 hrs. 200 hrs. sworn 20 yrs +1day = 195 hrs. 208 hrs. sworn 21 yrs +1day = 202.50 hrs. 216 hrs. sworn 22 yrs +1day = 210 hrs. 224 hrs. sworn 23 yrs +1day = 217.50 hrs. 232 hrs. Sworn 24 yrs +1day = 225 hrs. 240 hrs. sworn
VACATION BUYBACK	Hired before July 1, 2017: May cash out up to one (1) work week provided EE has a minimum of 150 hours accumulated.	Hired before July 1, 2017: May cash out up to one (1) work week provided EE has a minimum of 150 hours accumulated.	N/A	EE hired before July 1, 2017: May cash out up to one (1) work week provided EE has a minimum of 150 hours accumulated.	EE hired before July 1, 2017: May cash out up to one (1) work week provided EE has a minimum of 150 hours accumulated.	EE hired before July 1, 2017: May cash out up to one (1) work week provided EE has a minimum of 150 hours accumulated.	EE hired before July 1, 2017: May cash out up to one (1) work week provided EE has a minimum of 150 hours accumulated.

