

CITY OF PACIFICA  
CONSOLIDATED BENEFIT SCHEDULE  
Effective 01/01/2017

ITEM	UNREP MGMT / CONFIDENTIAL	Teamsters Local 350 Directors	Teamsters Local 350 Management Employees	Teamsters Local 856 Misc. Employees	Teamsters Local 856 Wastewater Treatment Plant
<b>MOU Term</b>					
Varies by bargaining unit	NA	07/01/2011 - 06/30/2013	11/14/2016 - 06/30/2018	07/01/15 -06/30/17	7/27/2015 - 06/30/2018
<b>RETIREMENT - CalPERS ("Classic" Member), without Social Security</b>					
Formula	2.5%@55 (MISC)	2.5%@55 (MISC)	2.5%@55 (MISC)	2.5%@55 (MISC)	2.5%@55 (MISC)
Employer Rate (prior to cost share)	16.694%	16.694%	16.694%	16.694%	16.694%
Employee Rate	8.00%	8.00%	8.00%	8.00%	8.00%
Employee Cost Share (Employee Paid Employer Rate)	NA	NA	2.50%	2.00%	2.00%
Final Compensation	Single Highest Year	Single Highest Year	Single Highest Year	Single Highest Year	Single Highest Year
Credit for Unused Sick	Yes	Yes	Yes	Yes	Yes
1959 Survivor Benefit	Level 4	Level 4	Level 4	Level 4	Level 4
Pre-Retirement Option 2W	No	No	No	No	No
COLA	2.00%	2.00%	2.00%	2.00%	2.00%
Fire Management Employees: See Fire Battalion Chiefs					
<b>RETIREMENT - CalPERS ("PEPRA" Member), without Social Security</b>					
Formula - new member (01/01/2013)	2.0% @ 62	2.0% @ 62	2.0% @ 62	2.0% @ 62	2.0% @ 62
Employer Rate	16.694%	16.694%	16.694%	16.694%	16.694%
Employee Rate	6.75%	6.75%	6.75%	6.75%	6.75%
Employee Cost Share (Employee Paid Employer Rate)	na	na	na	2.00%	2.00%
Final Compensation	3 Years	3 Years	3 Years	3 Years	3 Years
Credit for Unused Sick	Yes	Yes	Yes	Yes	Yes
1959 Survivor Benefit	Level 4	Level 4	Level 4	Level 4	Level 4
Pre-Retirement Option 2W	No	No	No	No	No
COLA	2.00%	2.00%	2.00%	2.00%	2.00%
Fire Management Employees: See Fire Battalion Chiefs					
<b>MEDICARE - Hired after 3/31/1986</b>					
Medicare Per Pay Period	1.45% x Salary (Employee & City Paid)	1.45% x Salary (Employee & City Paid)	1.45% x Salary (Employee & City Paid)	1.45% x Salary (Employee & City Paid)	1.45% x Salary (Employee & City Paid)
<b>RETIREE MEDICAL - CalPERS</b>					
City Paid PEMHCA	\$128/month	\$128/month	\$128/month	\$128/month	\$128/month
Employee Cost	Varies by Plan	Varies by Plan	Varies by Plan	Varies by Plan	Varies by Plan
<b>MEDICAL - CalPERS</b>					
<b>City Contribution:</b>					
Employee Only	\$787.69	\$787.69	\$787.69	\$787.69	\$787.69
Employee + 1	\$1,526.53	\$1,526.53	\$1,526.53	\$1,526.53	\$1,526.53
Employee + 2 or more	\$1,984.50	\$1,984.50	\$1,984.50	\$1,984.50	\$1,984.50
Employee Cost	Varies by Plan	Varies by Plan	Varies by Plan	Varies by Plan	Varies by Plan
<b>Self-funded Dental Plan</b>					
City Contribution	\$119.00	\$119.00	\$119.00	\$119.00	\$119.00
Employee Cost	\$0	\$0	\$0	\$0	\$0

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<b>VISION - VSP</b>					
<b>City Contribution:</b>					
Employee Only	\$18.29	\$18.29	\$18.29	\$18.29	\$18.29
Employee + 1	\$26.52	\$26.52	\$26.52	\$26.52	\$26.52
Employee + 2 or more	\$47.56	\$47.56	\$47.56	\$47.56	\$47.56
<b>Employee Cost:</b>					
Employee Only	\$0	\$0	\$0	\$0	\$0
Employee + 1	\$0	\$0	\$0	\$0	\$0
Employee + 2 or more	\$0	\$0	\$0	\$0	\$0
<b>Teamsters 856 Medical, Dental, Orthodontia, &amp; Vision</b>					
<i>Certain employee groups may choose to participate in Teamsters in-lieu of the City plans. Plan includes dental and vision coverage</i>					
<b>City Contribution:</b>					
Employee Only	\$950.69	\$950.69	\$950.69	\$950.69	\$950.69
Employee + 1	\$1,689.53	\$1,689.53	\$1,689.53	\$1,689.53	\$1,689.53
Employee + 2 or more	\$2,147.50	\$2,147.50	\$2,147.50	\$2,147.50	\$2,147.50
<b>Employee Cost:</b>					
Employee Only	\$188.31	\$188.31	\$188.31	\$188.31	\$188.31
Employee + 1	\$40.47	\$40.47	\$40.47	\$40.47	\$40.47
Employee + 2 or more	\$72.50	\$72.50	\$72.50	\$72.50	\$72.50
<i>Includes retiree coverage when certain plan requirements are met</i>					
<b>Health In-Lieu Payment Plan</b>					
The City will pay a monthly taxable \$550 in-lieu payment to employees that certifies that he or she has eligible for health insurance coverage through another group health plan, declines City health coverage, and provides proof of other health coverage.					
<b>Cafeteria Plan</b>					
	NA	NA	NA	NA	NA
<b>LIFE BASIC &amp; AD&amp;D - VOYA - City Paid</b>					
Benefit Amount	Mgmt: 2x annual salary, up to \$200,000 Conf: 1x annual salary, up to \$150,000	Mgmt: 2x annual salary, up to \$200,000	Mgmt: 2x annual salary, up to \$200,000	\$30,000 policy	\$30,000 policy
Basic rate per \$1000	\$0.225	\$0.225	\$0.225	\$0.225	\$0.225
AD&D rate per \$1000	\$0.020	\$0.020	\$0.020	\$0.020	\$0.020
Additional Life Insurance	May purchase at own exp.	May purchase at own exp.	May purchase at own exp.	May purchase at own exp.	May purchase at own exp.
<b>LONG TERM DISABILITY COVERAGE - VOYA - City Paid</b>					
Benefit	66.67%	66.67%	66.67%	66.67%	66.67%
	MGMT Max. \$7000 / CONF Max. \$4000	Max. \$7000	Max. \$7000	Max. \$4000	Max. \$4000
	60 day elimination period	60 day elimination period	60 day elimination period	60 day elimination period	60 day elimination period
City Cost per \$100	\$0.65	\$0.65	\$0.65	\$0.65	\$0.65

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ITEM	UNREP MGMT / CONFIDENTIAL	Teamsters Local 350 Directors	Teamsters Local 350 Management Employees	Teamsters Local 856 Misc. Employees	Teamsters Local 856 Wastewater Treatment Plant
<b>457 DEFERRED COMPENSATION or 401(a) &amp; (h) plans</b>					
City contribution:					
457 Plan					
401(a)	NA	NA	NA	NA	NA
401(h)					
<b>RETIREMENT HEALTH SAVINGS (RHS) PLAN</b>					
Employee Contribution	NA	50% of sick leave balance at retirement	NA	NA	NA
		50% or 100% of vacation at time of separation, depending upon hire date			
City contribution:		2% of salary			
		8% of annual salary at retirement			
<b>HOLIDAYS</b>					
Days per Year	13	13	13	13	13
<b>SICK LEAVE</b>					
Benefit	8 hours per month	8 hours per month	8 hours per month	8 hours per month	10 hours /month (4/10 schedule) All others 8 hours / month
<b>VACATION</b>					
		Yrs of service / Hrs per pay period (26 pay periods per year)	Yrs of service / Hrs per pay period (26 pay periods per year)	Yrs of service / Hrs per pay period (26 pay periods per year)	Yrs of service / Hrs per pay period (26 pay periods per year)
		1st yr - 5th / 3.38	1st yr - 5th / 3.38	1st yr - 5th / 3.38	1st yr - 5th / 3.38
		6th - 10th / 4.92	6th - 10th / 4.92	6th - 10th / 4.92	6th - 10th / 4.92
		11th year / 5.23	11th year / 5.23	11th year / 5.23	11th year / 5.23
		12th year / 5.54	12th year / 5.54	12th year / 5.54	12th year / 5.54
Benefit	Determined at time of hire	13th year / 5.85	13th year / 5.85	13th year / 5.85	13th year / 5.85
		14th year / 6.15	14th year / 6.15	14th year / 6.15	14th year / 6.15
		15th year / 6.77	15th year / 6.77	15th - 19th year / 6.77	15th - 19th year / 6.77
		16th year / 7.08	16th year / 7.08	20th - 24th year / 7.69	20th - 24th year / 7.69
		17th year / 7.38	17th year / 7.38	25th + year / 8.31	25th + year / 8.31
		18th year / 7.69	18th year / 7.69		
		19th year / 8.0	19th year / 8.0		
		20th year + / 8.31	20th year + / 8.31		
<b>ADMINISTRATIVE LEAVE</b>					
(in-lieu of OT)	MGMT Unrep - 40 hrs/FY	40 hrs/FY	60 hrs/FY	NA	NA
<b>UNIFORM / TOOL ALLOWANCE</b>					
	None	Fire/Police: Equal to Firefighters or Police Officers	Fire Management Employees: Equal to the allowance provided to the Police Officers	Unit members in the Police Dept. required to wear uniforms not provided by the City shall receive an allowance of \$600 per year.  Mechanics may be reimbursed up to \$500 per year for personal purchase of tools used at the work site.	Unit members required to wear steel-toes safety shoes for their job shall receive an allowance of \$225 each year.

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<b>LONGEVITY PAY</b>					
	None	None	None	None	None
<b>EDUCATIONAL INCENTIVE</b>					
	None	None	None	Certification/Driver's License Pay: \$100/month for Class A or B	Certification/Driver's License Pay: \$100/month for Class A or B
				Civil Engineer License: Incumbent Asst Civil Eng receives 5% increase in salary	See MOU for Tier 1 & 2 certificates pay
<b>TUITION REIMBURSEMENT</b>					
	Up to \$1,000 per FY	Up to \$700 per FY	Up to \$1,000 per FY	Up to \$1,000 per FY	Up to \$650 per FY
<b>SPECIAL ASSIGNMENT PAY &amp; OTHER PREMIUM PAYS</b>					
	NA	NA	NA	NA	NA
<b>VEHICLE ALLOWANCE</b>					
	Varies per position; CM determines	\$450 per month	NA	NA	NA

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ITEM	IAFF Local 2400 Firefighters	Teamsters Local 856 for Fire Battalion Chiefs	Pacifica Police Mgmt Assoc & Pacifica Police Sup. Assoc	Pacifica Police Officer Association
<b>MOU Term</b>				
Varies by bargaining unit	01/12/2015 - 12/31/2018	9/12/2016 - 6/30/2018	9/28/2015 - 06/30/2018	07/27/2015 - 06/30/2018
<b>RETIREMENT - CalPERS ("Classic" M</b>				
Formula	3% @ 55 (Safety)	3% @ 55 (Safety)	3% @ 50 (Safety)	3% @ 50 (Safety)
Employer Rate (prior to cost share)	17.689%	17.689%	19.536%	19.536%
Employee Rate	9.00%	9.00%	9.00%	9.00%
Employee Cost Share (Employee Paid Employer Rate)	3.00%	5.00%	5.00%	4.00%
Final Compensation	Single Highest Year	Single Highest Year	Single Highest Year	Single Highest Year
Credit for Unused Sick	Yes	Yes	Yes	Yes
1959 Survivor Benefit	Level 4	Level 4	Level 4	Level 4
Pre-Retirement Option 2W	Yes	Yes	Yes	Yes
COLA	2.00%	2.00%	2.00%	2.00%
<b>RETIREMENT - CalPERS ("PEPRA" M</b>				
Formula - new member (01/01/2013)	2% @ 50 - 2.7% @ 57 (Safety)	2% @ 50 - 2.7% @ 57 (Safety)	2% @ 50 - 2.7% @ 57 (Safety)	2% @ 50 - 2.7% @ 57 (Safety)
Employer Rate	12.082%	12.082%	12.082%	12.082%
Employee Rate	11.50%	11.50%	11.50%	11.50%
Employee Cost Share (Employee Paid Employer Rate)	3.00%	5.00%	5.00%	4.00%
Final Compensation	3 Years	3 Years	3 Years	3 Years
Credit for Unused Sick	Yes	Yes	Yes	Yes
1959 Survivor Benefit	Level 4	Level 4	Level 4	Level 4
Pre-Retirement Option 2W	Yes	Yes	Yes	Yes
COLA	2.00%	2.00%	2.00%	2.00%
<b>MEDICARE - Hired after 3/31/1986</b>				
Medicare Per Pay Period	1.45% x Salary (Employee & City Paid)	1.45% x Salary (Employee & City Paid)	1.45% x Salary (Employee & City Paid)	1.45% x Salary (Employee & City Paid)
<b>RETIREE MEDICAL - CalPERS</b>				
City Paid PEMHCA	\$128/month	\$128/month	\$128/month	\$128/month
Employee Cost	Varies by Plan	Varies by Plan	Varies by Plan	Varies by Plan
<b>MEDICAL - CalPERS</b>				
<b>City Contribution:</b>				
Employee Only		\$787.69	\$787.69	\$787.69
Employee + 1	NA	\$1,526.53	\$1,526.53	\$1,526.53
Employee + 2 or more		\$1,984.50	\$1,984.50	\$1,984.50
Employee Cost		Varies by Plan	Varies by Plan	Varies by Plan
<b>Self-funded Dental Plan</b>				
City Contribution	\$119.00	\$119.00	\$119.00	\$119.00
Employee Cost	\$0	\$0	\$0	\$0

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<b>VISION - VSP</b>				
<b>City Contribution:</b>				
Employee Only	Cafeteria plan dollars may be	\$18.29	\$18.29	\$18.29
Employee + 1	used to purchase vision	\$26.52	\$26.52	\$26.52
Employee + 2 or more	at rates below	\$47.56	\$47.56	\$47.56
<b>Employee Cost:</b>				
Employee Only	\$17.90	\$0	\$0	\$0
Employee + 1	\$25.95	\$0	\$0	\$0
Employee + 2 or more	\$46.54	\$0	\$0	\$0
<b>Teamsters 856 Medical, Dental, Ortho</b>				
<i>Certain employee groups may choose to participate in Teamsters in-lieu of the City plans. Plan includes dental and vision coverage</i>				
<b>City Contribution:</b>				
Employee Only		\$950.69		
Employee + 1	NA	\$1,689.53	NA	NA
Employee + 2 or more		\$2,147.50		
<b>Employee Cost:</b>				
Employee Only		\$188.31		
Employee + 1		\$40.47		
Employee + 2 or more		\$72.50		
<i>Includes retiree coverage when certain plan requirements are met</i>				
<b>Health In-Lieu Payment Plan</b>				
	NA	The City will pay a monthly taxable \$550 in-lieu payment who certifies that he or she is eligible for health insurance coverage through another group health plan, declines City health coverage, and provides proof of other health coverage.		
<b>Cafeteria Plan</b>				
	\$1200 for health insurance or other health related expenses; plus PEMHCA min \$128	NA	NA	NA
<b>LIFE BASIC &amp; AD&amp;D - VOYA - City Paid</b>				
Benefit Amount	1x annual salary; up to \$150,000	1x annual salary; up to \$150,000	1x annual salary; up to \$150,000	1x annual salary; up to \$150,000
Basic rate per \$1000	\$0.225	\$0.225	\$0.225	\$0.225
AD&D rate per \$1000	\$0.020	\$0.020	\$0.020	\$0.020
Additional Life Insurance		May purchase at own exp.	May purchase at own exp.	May purchase at own exp.
<b>LONG TERM DISABILITY COVERAGE</b>				
Benefit	City contributes \$19.50 per month to CPF Long Term Disability Insurance. Paid by check to Union.	66.67% Max. \$7000 60 day elimination period	66.67% Max. \$7,000 Police Captain Max. \$4,000 for others 60 day elimination period	66.67% Max. \$4,000 60 day elimination period
City Cost per \$100	Union pays CPF	\$0.65	\$0.65	\$0.65

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<b>457 DEFERRED COMPENSATION or 4</b>				
City contribution:			PPSA only:	
457 Plan		NA	\$6.69 / pay period (457)	\$6.69 / pay period (457)
401(a)	NA	2.25% of base pay	NA	NA
401(h)		0.75% of base pay	NA	NA
<b>RETIREMENT HEALTH SAVINGS (RHS)</b>				
Employee Contribution	NA	At retirement: 50% of unused sick not to exceed 1392 hours	\$75 - \$100 depending upon age Both: balance of vacation/comp time at retirement/separation	NA
City contribution:			PPMA: 50% of sick leave at time of retirement	
<b>HOLIDAYS</b>				
Days per Year	6% incorporated into salary	Holiday In-Lieu Pay included in salary	13	13
<b>SICK LEAVE</b>				
Benefit	5.53 hours per pay period	5.53 hours per pay period	8 hours per month	3.7 hours per pay period
<b>VACATION</b>				
		Yrs of service / Hrs per pay period (26 pay periods per year)	Yrs of service / PPMA / PPSA (26 pay periods per year)	Yrs of service / Hrs per pay period (26 pay periods per year)
		1st yr - 5th / 3.38	1st - 5th year / 3.38 / 3.38	1st - 5th year / 3.4
	Yrs of service / # of shifts per year	6th - 10th / 4.92	6th - 10th / 4.92 / 4.62	6th - 10th / 4.6
	1st - 5th / 5 shifts	11th year / 5.23	11th / 5.23 / 4.92	11th / 4.9
	6th - 12 / 8 shifts	12th year / 5.54	12th / 5.54 / 5.23	12th / 5.2
Benefit	13th - 15th / 10 shifts	13th year / 5.85	13th / 5.85 / 5.54	13th / 5.5
	16th - 24 / 11 shifts	14th year / 6.15	14th / 6.15 / 5.85	14th / 5.8
	25+ / 12 shifts	15th year / 6.77	15th / 6.77 / 6.15	15th / 6.2
		16th year / 7.08	16th / 7.08 / 6.46	16th / 6.47
		17th year / 7.38	17th / 7.38 / 6.77	17th / 6.77
		18th year / 7.69	18th / 7.69 / 7.08	18th / 7.08
		19th year / 8.00	19th / 8.00 / 7.38	19th / 7.39
		20th year + / 8.31	20th + / 8.31 / 7.69	20th + / 7.70
<b>ADMINISTRATIVE LEAVE</b>				
(in-lieu of OT)	NA	NA	PPMA unit members: 80 hrs/FY	NA
<b>UNIFORM / TOOL ALLOWANCE</b>				
	NA - City provides, cleans, & replaces the work uniforms	\$30.77 per pay period (equal to \$800 Annual)	\$800 annual allowance	\$800 annual allowance

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<b>LONGEVITY PAY</b>				
	None	None	PPSA members: See Appendix B, B-1, & B-2	Members hired on or before June 30, 2010: 5% salary increase on 5th anniversary 2% increase on members 10th anniversary 2% increase on members 15th anniversary  Members hired after 6/30/2010: 5% increase on 5th anniversary date
<b>EDUCATIONAL INCENTIVE</b>				
	See Sec. 20 - Educational Incentive Pay Plan	Chief Officer's Cert or BA/BS degree 3.5% of salary  Successful completion of 40 hours of Course Work 5% of salary	<i>POST cert pay to PPMA:</i> Supervisory Cert - \$750/mo Mgmt Cert - \$850/mo <i>POST cert pay to PPSA:</i> Intermediate Cert - \$350/mo Advanced Cert - \$575/mo Supervisory Cert - \$750/mo  <i>PPSA Education Incentive:</i> Associate Degree - \$125/mo Bachelors Degree - \$175/mo Masters Degree - \$300/mo  <i>PPMA Education Incentive:</i> Masters Degree - \$300/mo	<i>POST Certificate Pay:</i> Intermediate Cert - \$350/mo Advanced Cert - \$575/mo  <i>Educational Incentive:</i> Associates Degree - \$125/mo Bachelors Degree - \$175/mo Masters Degree - \$300/mo
<b>TUITION REIMBURSEMENT</b>				
	Up to \$600 per FY	Up to \$600 per FY	PPMA unit members: \$1,500 / FY PPSA unit members: \$1,000 / FY	Up to \$2000/FY
<b>SPECIAL ASSIGNMENT PAY &amp; OTHER</b>				
	NA	<i>EMT Cert/EMT D</i> 4.5% of top step of BC base pay  <i>Strike Team Leader Engine (STEN)</i> premium pay \$55.38 per pay period with CICCIS qualification	Admin Sgt - \$350/mo Detective/Crime Prevention/ Juvenile Sergeant - \$350/mo  Bilingual Premium: 5% of base salary	FTO - 5% of base rate  Crime Prev/Detective - \$275/mo Juvenile Officer - \$300/mo Bilingual Premium \$372/mo Canine Officer - See MOU
<b>VEHICLE ALLOWANCE</b>				
	NA	NA	NA	NA