

	SEIU	SEIU Temp	AFSCME	Confidential	Unrep. Mgmt. (Misc.)	POA	PSA	Unrep. Mgmt. (Safety)	
MOU Term	7/1/2021 - 6/30/2023	10/26/08-10/22/11	7/1/2021 - 6/30/2023	Follows AFSCME MOU	Effective 10/1/17	9/1/2021 - 8/31/2024	7/1/2022 - 6/30/2025	Effective 10/1/17	
Retirement (CalPERS - Tier 1 classic)									
Applicable dates	Hire date prior to February 12, 2012	N/A	Hire date prior to October 23, 2011	Hire date prior to October 23, 2011	Hire date prior to February 12, 2012	Hire date prior to July 1, 2011	Hire date prior to November 20, 2011	Hire date prior to February 12, 2012	
Formula	2.7% @ 55	N/A	2.7% @ 55	2.7% @ 55	2.7% @ 55	3% @ 50	3% @ 50	3@50	
Employer Rate	27.930%	N/A	27.930%	27.930%	27.930%	63.8500%	63.8500%	63.850%	
Employee Rate	8%	N/A	8%	8%	8%	12%	12%	9%	
Employee Cost Share	6.67%	N/A	6.0400%	6.0400%	6.0400%	0%	0%	6.0400%	
Final Compensation	1 year	N/A	1 year	1 year	1 year	1 year	1 year	1 year	
Credit for Unused Sick Leave	n/a	N/A	n/a	n/a	n/a	n/a	n/a	n/a	
Retirement (CalPERS - Tier 2 classic)									
Applicable dates	Classic members with hire date on or after February 12, 2012	N/A	Classic members with hire date on or after February 12, 2012	Classic members with hire date on or after February 12, 2012	Classic members with hire date on or after February 12, 2012	Classic members hired on or after November 20, 2011	Classic members hired on or after November 20, 2011	Classic members with hire date on or after February 12, 2012	
Formula	2% @ 60	N/A	2% @ 60	2% @ 60	2% @ 60	3% @ 55	3% @ 55	3@55	
Employer Rate	27.930%	N/A	27.930%	27.930%	27.930%	14.5500%	14.5500%	14.550%	
Employee Rate	7%	N/A	7%	7%	7%	12%	12%	9%	
Employee Cost Share	6.667%	N/A	6.0400%	6.0400%	6.0400%	0%	0%	6.0400%	
Final Compensation	3 years	N/A	3 years	3 years	3 years	3 years	3 years	3 years	
Credit for Unused Sick Leave	n/a	N/A	n/a	n/a	n/a	n/a	n/a	n/a	
Retirement (CalPERS - PEPPA)									
Applicable dates	New members as defined by CalPERS	N/A	New members as defined by CalPERS	New members as defined by CalPERS	New members as defined by CalPERS	New members as defined by CalPERS	New members as defined by CalPERS	New members as defined by CalPERS	
Formula	2% @ 62	N/A	2% @ 62	2% @ 62	2% @ 62	2.7% @ 57	2.7% @ 57	2.7@57	
Employer Rate	27.930%	N/A	27.930%	27.930%	27.930%	13.2900%	13.2900%	13.290%	
Employee Rate	6.75%	N/A	6.75%	6.75%	6.75%	13%	13%	13.00%	
Employee Cost Share	6.67%	N/A	6.0400%	6.0400%	6.0400%	0.1450%	0.1450%	0.0000%	
Final Compensation	3 years	N/A	3 years	3 years	3 years	3 years	3 years	3 years	
Credit for Unused Sick Leave	n/a	N/A	n/a	n/a	n/a	n/a	n/a	n/a	
Medicare (Hired after 03/31/1986)									
Employer Contribution	1.45%	N/A	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	
Employee Contribution	1.45%	N/A	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	
Retiree Medical CalPERS									
Employer Contribution (includes PEHMCA)	\$139/month	N/A	\$149/month	\$149/month	\$149/month	\$149/month	\$149/month	\$149/month	
Employee Cost	Varies by Plan	N/A	Varies by Plan	Varies by Plan	Varies by Plan	Varies by Plan	Varies by Plan	Varies by Plan	
City Cafeteria Plan (includes CalPERS medical)									
Employer Contribution (All figures inclusive of \$149/month PEMHCA minimum)	2022 \$980/month for single coverage 2022 \$1,847/month for two-person coverage 2022 \$2,398/month for family coverage 2023 - 4% CPI increase 2023 \$1,019/month for single coverage 2023 \$1,921/month for two-person coverage 2023 \$2,494/month for family coverage	N/A	2022 \$980/month for single coverage 2022 \$1,847/month for two-person coverage 2022 \$2,398/month for family coverage 2023 - 4% CPI increase 2023 \$1,019/month for single coverage 2023 \$1,921/month for two-person coverage 2023 \$2,494/month for family coverage	2022 \$980/month for single coverage 2022 \$1,847/month for two-person coverage 2022 \$2,398/month for family coverage 2023 - 4% CPI increase 2023 \$1,019/month for single coverage 2023 \$1,921/month for two-person coverage 2023 \$2,494/month for family coverage	2022 \$980/month for single coverage 2022 \$1,847/month for two-person coverage 2022 \$2,398/month for family coverage 2023 - 4% CPI increase 2023 \$1,019/month for single coverage 2023 \$1,921/month for two-person coverage 2023 \$2,494/month for family coverage	N/A	2020 \$862/month for single coverage 2020 \$1,680/month for two-person coverage 2020 \$2,171/month for family coverage 2021 \$888/month for single coverage 2021 \$1,730/month for two-person coverage 2021 \$2,236/month for family coverage	N/A	N/A
Allocation options	CalPERS medical plan premiums Medical Flexible Spending Account up to \$2,700/year Dependent Care Account up to \$5,000/year	N/A	CalPERS medical plan premiums Medical Flexible Spending Account up to \$2,700/year Dependent Care Account up to \$5,000/year	CalPERS medical plan premiums Medical Flexible Spending Account up to \$2,700/year Dependent Care Account up to \$5,000/year	N/A	CalPERS medical plan premiums Medical Flexible Spending Account up to \$2,700/year Dependent Care Account up to \$5,000/year	CalPERS medical plan premiums Medical Flexible Spending Account up to \$2,700/year Dependent Care Account up to \$5,000/year	N/A	
Employee Cost	Varies by Plan	N/A	Varies by Plan	Varies by Plan	\$0	Varies by Plan	Varies by Plan	\$0	
Dental Plan									
Employer Contribution	2022 \$2.60/covered person premium + reimbursement + 6.7% of reimbursement admin fee 2023 \$2.75/covered person premium + reimbursement + 6.7% of reimbursement admin fee	N/A	2022 \$2.60/covered person premium + reimbursement + 6.7% of reimbursement admin fee 2023 \$2.75/covered person premium + reimbursement + 6.7% of reimbursement admin fee	2022 \$2.60/covered person premium + reimbursement + 6.7% of reimbursement admin fee 2023 \$2.75/covered person premium + reimbursement + 6.7% of reimbursement admin fee	2022 \$2.60/covered person premium + reimbursement + 6.7% of reimbursement admin fee 2023 \$2.75/covered person premium + reimbursement + 6.7% of reimbursement admin fee	2022 \$2.60/covered person premium + reimbursement + 6.7% of reimbursement admin fee 2023 \$2.75/covered person premium + reimbursement + 6.7% of reimbursement admin fee	2022 \$2.60/covered person premium + reimbursement + 6.7% of reimbursement admin fee 2023 \$2.75/covered person premium + reimbursement + 6.7% of reimbursement admin fee	2022 \$2.60/covered person premium + reimbursement + 6.7% of reimbursement admin fee 2023 \$2.75/covered person premium + reimbursement + 6.7% of reimbursement admin fee	
Employee Contribution	\$0	N/A	\$0	\$0	\$0	\$0	\$0	\$0	
Vision Plan									
Employer Contribution	\$10.60/month employee only \$20.70/month employee + spouse \$22.10/month employee + child(ren) \$35.10/month employee + family	N/A	\$10.60/month employee only \$20.70/month employee + spouse \$22.10/month employee + child(ren) \$35.10/month employee + family	\$10.60/month employee only \$20.70/month employee + spouse \$22.10/month employee + child(ren) \$35.10/month employee + family	\$10.60/month employee only \$20.70/month employee + spouse \$22.10/month employee + child(ren) \$35.10/month employee + family	\$10.60/month employee only \$20.70/month employee + spouse \$22.10/month employee + child(ren) \$35.10/month employee + family	\$10.60/month employee only \$20.70/month employee + spouse \$22.10/month employee + child(ren) \$35.10/month employee + family	\$10.60/month employee only \$20.70/month employee + spouse \$22.10/month employee + child(ren) \$35.10/month employee + family	
Employee Contribution	\$0	N/A	\$0	\$0	\$0	\$0	\$0	\$0	
Commuter Benefits									
Caltrain Go Pass	\$342/year/employee	N/A	\$342/year/employee	\$342/year/employee	\$342/year/employee	\$342/year/employee	\$342/year/employee	\$342/year/employee	
Commuter checks	Up to \$75/month to use for non-Caltrain public transportation	N/A	Up to \$75/month to use for non-Caltrain public transportation	Up to \$75/month to use for non-Caltrain public transportation	Up to \$75/month to use for non-Caltrain public transportation	Up to \$75/month to use for non-Caltrain public transportation	Up to \$75/month to use for non-Caltrain public transportation	Up to \$75/month to use for non-Caltrain public transportation	
Transportation allowance	\$1.50/day for carpooling/walking/biking to work as primary mode	N/A	\$1.50/day for carpooling/walking/biking to work as primary mode	\$1.50/day for carpooling/walking/biking to work as primary mode	\$1.50/day for carpooling/walking/biking to work as primary mode	\$1.50/day for carpooling/walking/biking to work as primary mode	\$1.50/day for carpooling/walking/biking to work as primary mode	\$1.50/day for carpooling/walking/biking to work as primary mode	
Long Term Disability Coverage									
Benefit	Up to 66.67% of salary	N/A	Up to 66.67% of salary	Up to 66.67% of salary	Up to 66.67% of salary (max \$10k/mo)	Up to 66.67% of salary	Up to 66.67% of salary	Up to 66.67% of salary (max \$10k/mo)	
Employer Contribution	\$0.423/\$100 in salary/month	N/A	\$0.423/\$100 in salary/month	\$0.423/\$100 in salary/month	\$0.423/\$100 in salary/month	\$0.423/\$100 in salary/month	\$0.423/\$100 in salary/month	\$0.423/\$100 in salary/month	
Employee Contribution	\$0	N/A	\$0	\$0	\$0	\$0	\$0	\$0	
Life Insurance									
Benefit Amount	1.5x Salary	N/A	1.5x Salary	1.5x Salary	1.5x Salary (max \$350k)	1.5x Salary	1.5x Salary	1.5x Salary (max \$350k)	
Employer Contribution	\$0.144/\$1,000 in salary/month	N/A	\$0.144/\$1,000 in salary/month	\$0.144/\$1,000 in salary/month	\$0.144/\$1,000 in salary/month	\$0.144/\$1,000 in salary/month	\$0.144/\$1,000 in salary/month	\$0.144/\$1,000 in salary/month	
Employee Contribution	\$0	N/A	\$0	\$0	\$0	\$0	\$0	\$0	
Accidental Death & Dismemberment Insurance									
Benefit Amount	1.5x Salary	N/A	1.5x Salary	1.5x Salary	1.5x Salary (max \$350k)	1.5x Salary	1.5x Salary	1.5x Salary (max \$350k)	
Employer Contribution	\$0.144/\$1,000 in salary/month	N/A	\$0.144/\$1,000 in salary/month	\$0.144/\$1,000 in salary/month	\$0.144/\$1,000 in salary/month	\$0.144/\$1,000 in salary/month	\$0.144/\$1,000 in salary/month	\$0.144/\$1,000 in salary/month	
Employee Contribution	\$0	N/A	\$0	\$0	\$0	\$0	\$0	\$0	
Voluntary Supplemental Life Insurance									
Benefit Amount	Up to 5x salary (max \$500k)	N/A	Up to 5x salary (max \$500k)	Up to 5x salary (max \$500k)	Up to 5x salary (max \$500k)	Up to 5x salary (max \$500k)	Up to 5x salary (max \$500k)	Up to 5x salary (max \$500k)	
Employer Contribution	\$0	N/A	\$0	\$0	\$0	\$0	\$0	\$0	
Employee Contribution	Varies; Age-banded	N/A	Varies; Age-banded	Varies; Age-banded	Varies; Age-banded	Varies; Age-banded	Varies; Age-banded	Varies; Age-banded	
Holiday									
Days per Year	11 days	N/A	11 days	11 days	11 days	12 days	12 days	11 days	
Floating Holiday									
Hours per Year	34 hours	N/A	34 hours	34 hours	N/A	N/A	N/A	N/A	
Sick Leave									
Hours	8 hours/month Max accrual: 1,440 hours	Use Paid Time Off (PTO) Max accrual: 48 hours	8 hours/month Max accrual: 1,440 hours	8 hours/month Max accrual: 1,440 hours	Use General Leave Hours	8 hours/month Max accrual: 1,500 hours	Use General Leave Hours	Use General Leave Hours	
Vacation/General Leave/Paid Time Off									

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Hours	0-3 service years: 88 hours/year 3-5 service years: 104 hours/year 6-10 service years: 136 hours/year 11-15 service years: 152 hours/year 15 + service years: 176 hours/year	PTO accumulates at 0.034 hours/hour worked	0-3 service years: 88 hours/year 3-5 service years: 104 hours/year 6-10 service years: 136 hours/year 11-15 service years: 152 hours/year 15 + service years: 176 hours/year	0-3 service years: 88 hours/year 3-5 service years: 104 hours/year 6-10 service years: 136 hours/year 11-15 service years: 152 hours/year 15 + service years: 176 hours/year	13 hours/pay period	0-3 service years: 96 hours/year 3-5 service years: 112 hours/year 6-10 service years: 136 hours/year 11-15 service years: 152 hours/year 15 + service years: 176 hours/year	0-5 service years: 216 hours/year 6-10 service years: 230 hours/year 11-15 service years: 256 hours/year 16-20 service years: 280 hours/year 20+ service years: 296 hours/year	13 hours/pay period
Administrative Leave	Max accrual: 336 hours		Max accrual: 336 hours	Max accrual: 336 hours	Max accrual: 1,200 hours	Max accrual: 440 hours	Max accrual: 1,400 hours	Max accrual: 1,200 hours
Hours per Year					80 hours			80 hours
Bereavement Leave								
Time per instance	3 working days	N/A	24 hours	24 hours	3 working days	3 working days	3 working days	3 working days
Uniform Allowance								
Allowance	Applicable PW, Engineering, Building & Planning - standard uniform Communications Officers, Records Personnel, and Community Service Officers - initial uniform + \$600/year Safety Boots - up to \$285/each at 3 times per year (tree crew up to \$340)	City will provide uniforms to any member required to wear one	Applicable PW, Engineering, Building & Planning - standard uniform Technical Service Manager(s) - initial uniform + \$600/year Safety Boots - up to \$285/each at 3 times per year (tree crew up to \$340)	N/A	\$44/pay period (sworn only); adjusted annually by CPI	\$1,040/year	\$1,040/year (\$40/pay period)	\$44/pay period (sworn only); adjusted annually by CPI
Employee Assistance Program (EAP)								
Employer Cost	\$5.75/month/employee	N/A	\$5.75/month/employee	\$5.75/month/employee	\$5.75/month/employee	\$5.75/month/employee	\$5.75/month/employee	\$5.75/month/employee
Employee Cost	\$0	N/A	\$0	\$0	\$0	\$0	\$0	\$0
Longevity Pay								
Percent	N/A	N/A	N/A	N/A	N/A	7 years of service - 2% upon base pay 11 years of service - 4% upon base pay 15 years of service - 6% upon base pay 20 years of service - 8% upon base pay	7 years of service - 2% upon base pay 11 years of service - 4% upon base pay 15 years of service - 6% upon base pay 20 years of service - 8% upon base pay	N/A
Education								
Employer Cost	Up to \$11,200/year	N/A	\$4,000/year	\$4,000/year	Estimated \$29,000 - \$44,000/year	N/A	\$8,000/year	Estimated \$29,000 - \$44,000/year
Employee Cost	\$0	N/A	\$0	\$0	\$0	N/A	N/A	\$0
Reimbursement	\$1,000-\$4,000/year/employee	N/A	\$700-\$2,500/year/employee	\$700-\$2,500/year/employee	Up to \$3,600/year	N/A	\$1,400-\$5,000/year/employee	Up to \$3,600/year
Acting Pay/Special Pay (Weekend & Nighttime Differential)								
Amount	Out of classification - 5% increase/hour Weekend swing, midnight, relief or day shift - 5% increase/hour	N/A	Out of classification - 5% increase/hour Weekend swing, midnight, relief or day shift - 5% increase/hour	Out of classification - 5% increase/hour Weekend swing, midnight, relief or day shift - 5% increase/hour	N/A	Out of classification - 5% increase/hour Night Shift - 2% increase/hour	Out of classification - 5% increase/hour Night Shift - 2% increase/hour	N/A
Bilingual Pay								
Amount	\$65/pay period	\$0.81/hour	\$65/pay period	\$65/pay period	N/A	\$75/pay period	\$75/pay period	N/A
Other Benefits								
Auto Allowance	N/A	N/A	N/A	N/A	\$226/pay period	\$500/month for detective use of personal car	\$500/month for detective use of personal car	\$226/pay period
On-Call Pay	N/A	N/A	N/A	N/A	N/A	One hour of pay at regular rate/day on-call	One hour of pay at regular rate/day on-call	N/A
Canine Pay	N/A	N/A	N/A	N/A	N/A	7 hours overtime/pay period	N/A	N/A
Health Reimbursement Arrangement (HRA)	N/A	N/A	N/A	N/A	\$2,500/year	N/A	N/A	\$2,500/year
Deferred compensation					Employer match 1:1 of employee contribution up to 4% of base salary (Tier 2 and PEPRA only)			Employer match 1:1 of employee contribution up to 4% of base salary (Tier 2 and PEPRA only)