

**CITY OF NEWARK  
CONSOLIDATED BENEFIT SCHEDULE**

Effective 11/1/2007

<b>BENEFIT</b>	<b>CONFIDENTIAL</b>	<b>MGMT, SUPERVISORY, PROFESSIONAL</b>	<b>MGMT SWORN</b>	<b>Newark Assoc. of Misc. EE (NAME)</b>	<b>FIRE Sworn</b>	<b>POLICE Sworn</b>	<b>POLICE Non-Sworn</b>
<b>MOU Term</b>	7/1/07 - 6/30/08	7/1/07 - 6/30/08	7/1/07 - 6/30/08	7/1/07 - 6/30/09	11/1/07 - 6/3/09	7/1/06 - 6/30/08	7/1/06 - 6/30/08
<b>PERS</b>	2.5%55 (MISC)	2.5%55 (MISC)	3%50 (Safety)	2.5%55 (MISC)	3%50 (Safety)	3%50 (Safety)	2.5%55 (MISC)
City Cont.	12.1190%	12.1190%	20.2485%	12.1190%	20.2485%	20.2485%	12.1190%
Employee	8.00%	8.00%	9.00%	8.00%	9.00%	9.00%	8.00%
Employee Cost Share	2.119% (pretax)	2.119% (pretax)	3.2485% (pretax)	2.119% (pretax)	3.2485%	3.2485% (pretax)	2.119% (pretax)
Sgl. Highest Yr.	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Cr. Unused Sick	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>MEDICARE</b>							
City Cont.	1.45% x Salary	1.45% x Salary	1.45% x Salary	1.45% x Salary	1.45% x Salary	1.45% x Salary	1.45% x Salary
Employee	1.45% x Salary	1.45% x Salary	1.45% x Salary	1.45% x Salary	1.45% x Salary	1.45% x Salary	1.45% x Salary
<b>MEDICAL</b>							
City Cont.	PERS Health Plan \$80.80/mo	PERS Health Plan \$80.80/mo	PERS Health Plan \$80.80/mo	PERS Health Plan \$80.80/mo	PERS Health Plan \$80.80/mo	PERS Health Plan \$80.80/mo	PERS Health Pla \$80.80/mo
Employee	Varies	Varies	Varies	Varies	Varies	Varies	Varies
<b>MEDICAL (Retiree)</b>							
City Cont. (Varies)	PERS Health Plan \$21.20/mo	PERS Health Plan \$21.20/mo	PERS Health Plan \$21.20/mo	PERS Health Plan \$21.20/mo	PERS Health Plan \$21.20/mo	PERS Health Plan \$21.20/mo	PERS Health Pla \$21.20/mo
Employee	Varies	Varies	Varies	Varies	Varies	Varies	Varies
<b>DENTAL</b>							
City Cont.	Delta Dental PPO/HMO -0-	Delta Dental PPO/HMO -0-	Delta Dental PPO/HMO -0-	Delta Dental PPO/HMO -0-	Delta Dental PPO/HMO -0-	Delta Dental PPO/HMO -0-	Delta Dental PPC -0-
Employee	Varies	Varies	Varies	Varies	Varies	Varies	Varies
<b>VISION</b>							
City Cont.	Eyemed -0-	Eyemed -0-	Eyemed -0-	Eyemed -0-	Eyemed -0-	Eyemed -0-	Eyemed -0-
Employee	Varies	Varies	Varies	Varies	Varies	Varies	Varies
<b>MEDICAL REIM</b>							
For health & welfare exp.	Up to \$100/Mo	Up to \$100/Mo	Up to \$100/Mo	N/A	N/A	N/A	N/A
<b>LTD</b>							
City Cont.	66 2/3% Salary -0-	66 2/3% Salary -0-	66 2/3% Salary -0-	66 2/3% Salary -0-	Assoc Plan	Assoc Plan	Assoc Plan
Employee	1.05% x Salary \$7500 Max /60 day	1.05% x Salary \$7500 Max /60 day	1.05% x Salary \$7500 Max /60 day	1.05% x Salary \$7500 Max /60 day			
<b>STD</b>							
City Cont.	N/A	-0-	-0-	-0-	N/A	N/A	N/A
Employee	N/A	Varies depending upon selected benefit amount; Up to 50% of salary for up to 90 days.			N/A	N/A	N/A
<b>SDI</b>							
City Cont.	-0-	N/A	N/A	N/A	N/A	N/A	N/A
Employee	0.60% x salary	N/A	N/A	N/A	N/A	N/A	N/A
<b>WHOLE LIFE</b>							
City Cont.	-0-	-0-	-0-	-0-	N/A	N/A	N/A
Employee	Cost varies depending upon coverage selected, available to EE & eligible dependents				N/A	N/A	N/A
<b>LIFE</b>							
City Cont.	\$20,000 \$5.68/mo	\$20,000 \$5.68/mo	\$20,000 \$5.68/mo	\$20,000 \$5.68/mo	-0-	-0-	-0-
Employee	-0-	-0-	-0-	-0-			
<b>HOLIDAYS</b>							
	13 Days/Yr	13 Days/Yr	Fire BC 5% In-Lieu Police LT 5% In-Lieu	13 Days/Yr RPT - Pro-rated	5% In-Lieu Pay	5% In-Lieu Pay	13 Days/Yr for CSO, ACO, PSC, 5% In-Lieu Pay fc

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<b>SICK LEAVE</b>	None, See General Leave	None, See General Leave	None, See General Leave	8 hours/mo RPT - Pro-rated	8 hours/mo 16 hrs deducted per 24 hr shift	8 hours/mo	8 hours/mo RPT - Pro-rated
<b>MEDICAL LEAVE</b>	None, See General Leave	None, See General Leave	None, See General Leave	May convert 8 hrs of sick leave to ML RPT - Pro-rated	N/A	N/A	N/A
<b>VACATION</b>	None, See General Leave	None, See General Leave	None, See General Leave	1-4 Yrs 6.667 Hrs/Mo 5-9 Yrs 10 Hrs/Mo 10-14 Yrs 13.334 Hrs/Mo 15-19 Yrs 14.667 Hrs/Mo 20 + Yrs 16.667 Hrs/Mo RPT - Prorated	1-4 Yrs 12 Hrs/Mo 5-14 Yrs 18 Hrs/Mo 15-19 Yrs 24 Hrs/Mo 20 + Yrs 30 Hrs/Mo	1-4 Yrs 7.50 Hrs/Mo 5-9 Yrs 10 Hrs/Mo 10-14 Yrs 13.34 Hrs/Mo 15-19 Yrs 14.667 Hrs/Mo 20 + Yrs 16.67 Hrs/Mo	1-4 Yrs 6.67 Hr 5-9 Yrs 10 Hrs/Mo 10-14 Yrs 13.34 15-19 Yrs 14.667 20 + Yrs 16.67 RPT - Pro-rated
<b>PERSONAL LEAVE</b>	None, See General Leave	None, See General Leave	None, See General Leave	2 Hrs/FY May convert 8 hrs max from sick to PL RPT - Pro-rated	N/A	N/A	2 Hrs/FY May convert 8 hrs max from sick to PL RPT - Pro-rated
<b>BEREAVMENT LEAVE</b>	Up to 40 hours	Up to 40 hours	Up to 40 hours	Up to 40 hours	Up to 40 hours	Up to 40 hours	Up to 40 hours
<b>MGMT LEAVE (in-lieu of OT)</b>	N/A	Up to 56 Hrs/Yr Max CM may grant add'l 16 Hrs.	Up to 56 Hrs/Yr Max CM may grant add'l 16 Hrs.	N/A	N/A	N/A	N/A
<b>GENERAL LEAVE (Sick, vacation, personal)</b>	1-9 Yrs 184 Hrs/yr 10-14 Yrs 224 Hrs/yr 15-19 Yrs 240 Hrs/yr 20 + Yrs 264 Hrs/yr RPT - Prorated	1-9 Yrs 184 Hrs/yr 10-14 Yrs 224 Hrs/yr 15-19 Yrs 240 Hrs/yr 20 + Yrs 264 Hrs/yr RPT - Pro-rated	1-9 Yrs 184 Hrs/yr 10-14 Yrs 224 Hrs/yr 15-19 Yrs 240 Hrs/yr 20 + Yrs 264 Hrs/yr RPT - Pro-rated	N/A	N/A	N/A	N/A
<b>UNIFORM ALLOW</b>	None	\$42.35/Mo - Fire Mgmt	\$58.00/Mo - PO Mgmt \$42.35/Mo - Fire Mgmt	Fire Insp. \$42.35mo Boot Allowance \$250/ 2 yrs	\$42.35/Mo	\$56.00/Mo - CSO & Animal \$58.00/Mo - PO, SGT	None
<b>LONGEVITY PAY</b>	None	None	None	None	10+ yrs = 1.5% of salary 20+ yrs = 3% of salary	10+ yrs = 2.5% of salary 20+ yrs = 5% of salary	None
<b>SICK LEAVE INCENTIVE</b>	None	None	None	None	Level 1 = \$50/mo Level 2 = \$100/mo	Level A = \$25/mo Level B = \$50/mo	Level A = \$25/mo Level B = \$50/mo RPT pro-rated
<b>EDUCATIONAL INCENTIVE</b>	None	None	None	None	FS Off Cert \$70/Mo AA \$140/Mo BA \$250/Mo Max \$250/Mo See MOU for specifics	INT POST \$372.62/mo ADV POST \$551.02/mo	None
<b>EDUCATIONAL REIMBURSEMENT</b>	100% to a \$5,000/Yr Max	Up to 100% Discretion of CM	Up to 100% Discretion of CM	100% to a \$1,500/Yr Max	100% to a \$1,400/Yr Max	80% to a \$650/Yr Max	80% to a \$650/Yr Max
<b>ACTING PAY &amp; SPECIAL ASSIGNMENT</b>	5% of salary See MOU	5% of salary See MOU	5% of salary Special Assign Pay See MOU Fire BC - see MOU	5% of salary	5% of salary Spec Assign Pay See Mou Para \$717.84/mo	FTO 5% of PO top step SGT - 5% of salary Spec. Assign - \$350/mo See MOU for specifics Canine- \$100/mo maint fee	Lead PS Dispatch 8% of salary PS Dispatcher Tr. 5% of salary
<b>BILINGUAL PAY</b>	\$75/Mo RPT - Pro-rated	\$75/Mo RPT - Pro-rated	\$75/Mo RPT - Pro-rated	\$75/Mo RPT - Pro-rated	\$75/Mo RPT - Pro-rated	\$75/Mo RPT - Pro-rated	\$75/Mo RPT - Pro-rated

**CITY OF NEWARK  
PRO-RATED BENEFITS SCHEDULE  
REGULAR PART-TIME EMPLOYEES in NAME and POLICE**

Effective 7/1/2007

<b>BENEFIT</b>	<b>NAME 20-25 RPT</b>	<b>NAME 30-35 RPT</b>	<b>POLICE Non-Sworn 20-25 RPT</b>	<b>POLICE Non-Sworn 30-35 RPT</b>
<b>MOU Term</b>	7/1/07 - 6/30/09	7/1/07 - 6/30/09	7/1/06 - 6/30/08	7/1/06 - 6/30/08
<b>HOLIDAYS</b>	13 Days/Yr 4 hours/holiday	13 Days/Yr 6 hours/holiday	2.5% In-Lieu Pay for PSD 4 hours/holiday for others	2.5% In-Lieu Pay for PSD 6 hours/holiday for others
<b>SICK LEAVE</b>	4 hours/month	6 hours/month	4 hours/month	6 hours/month
<b>MEDICAL LEAVE</b>	May convert 4 hrs from sick to Medical Leave	May convert 6 hrs from sick to Medical Leave		
<b>VACATION</b>				
1-4 yrs	3.334 hrs/mo	5.00 hrs/mo	3.33 hrs/mo	5.00 hrs/mo
5-9 yrs	5.00 hrs/mo	7.50 hrs/mo	5.00 hrs/mo	7.50 hrs/mo
10-14 yrs	6.667 hrs/mo	10.00 hrs/mo	6.67 hrs/mo	10.00 hrs/mo
15-19 yrs	7.334 hrs/mo	11.00 hrs/mo	7.33 hrs/mo	11.00 hrs/mo
20+ yrs	8.334 hrs/mo	12.50 hrs/mo	8.33 hrs/mo	12.50 hrs/mo
<b>PERSONAL LEAVE</b>	1 Hr/FY May convert 4 hrs max from sick to PL per FY	1 Hr/FY May convert 6 hrs max from sick to PL per FY	1 Hr/FY May convert 4 hrs max from sick to PL per FY	1 Hr/FY May convert 6 hrs max from sick to PL per FY
<b>BEREAVEMENT LEAVE</b>	up to 5 days (4 hrs/day)	up to 5 days (6 hrs/day)		
<b>SICK LEAVE INCENTIVE</b>	None	None	Level A = \$12.50/mo Level B = \$25/mo	Level A = \$18.75/mo Level B = \$37.50/mo
<b>BILINGUAL PAY</b>	\$38/mo	\$56/mo	\$38/mo	\$56/mo