CITY OF NEWARK
CONSOLIDATED BENEFIT SCHEDULE

Effective 01/01/2016

ITEM	CONFIDENTIAL	CITY OFFICIALS, and the MANAGEMENT, SUPERVISORY, & PROFESSIONAL Employees	Newark Assoc. of Misc. EE (NAME)	POLICE Sworn	POLICE Non-Sworn
MOU Term					
Varies by bargaining unit	07/01/15 -06/30/17	07/01/15 -06/30/17	07/01/15 -06/30/17	07/01/15 -06/30/17	07/01/15 - 6/30/17
RETIREMENT - CalPERS ("Classic" Member), without Social Security					
Formula	2.5%@55 (MISC)	2.5%@55 (MISC)	2.5%@55 (MISC)	3%@50 (Safety)	2.5%@55 (MISC)
Employer Rate	22.792%	22.792%	22.792%	47.538%	23.289%
Employee Rate	8.00%	8.00%	8.00%	9.00%	8.00%
Employee Cost Share (Employee Paid Employer Rate)	3.468%	3.468%	3.468%	4.00%	2.971%
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
Pre-Ret Opt 2W	Yes	Yes	Yes	Yes	Yes
1959 Survivor Benefit	Indexed Level	Indexed Level	Indexed Level	Indexed Level	Indexed Level
COLA	2.00%	2.00%	2.00%	2.00%	2.00%
RETIREMENT - CalPERS ("PEPRA" Member), without Social Security					
Formula - new member (01/01/2013)	2.0% @ 62	2.0% @ 62	2.0% @ 62	2.7% @ 57	2.0% @ 62
Employer Rate	22.792%	22.792%	22.792%	9.65%	23.289%
Employee Rate	6.25%	6.25%	6.25%	11.50%	6.25%
Employee Cost Share (Employee Paid Employer Rate)	3.468%	3.468%	3.468%	1.50%	2.971%
Final Compensation	3 Year	3 Year	3 Year	3 Year	3 Year
Credit for Unused Sick	Yes	Yes	Yes	Yes	Yes
Pre-Ret Opt 2W	Yes	Yes	Yes	Yes	Yes
1959 Survivor Benefit	Indexed Level	Indexed Level	Indexed Level	Indexed Level	Indexed Level
COLA	2.00%	2.00%	2.00%	2.00%	2.00%
MEDICARE - Hired after 3/31/1986					
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)
RETIREE MEDICAL - CalPERS					
City Paid PEMHCA	$125/mo	$125/mo	$125/mo	$125/mo	$125/mo
Employee Cost	Varies by Plan	Varies by Plan	Varies by Plan	Varies by Plan	Varies by Plan
MEDICAL - CalPERS					
City Paid PEMHCA	$125/mo	$125/mo	$125/mo	$125/mo	$125/mo
City Paid	See Cafeteria Plan	See Cafeteria Plan	See Cafeteria Plan	See Cafeteria Plan	See Cafeteria Plan
Employee Cost	Varies by Plan	Varies by Plan	Varies by Plan	Varies by Plan	Varies by Plan
CAFETERIA PLAN					
City Paid	$250/mo	$250/mo	$250/mo	$250/mo	$250/mo
	In addition to the City's PEMHCA contribution the City shall provide a Cafeteria Plan that may be used by eligible employees to pay for employer offered medical, dental, and/or vision. Unused amounts may be cashed out. Prorated for Regular Part-Time (RPT) employees.				
DENTAL - Delta Dental PPO/HMO					
City Paid	See Cafeteria Plan	See Cafeteria Plan	See Cafeteria Plan	See Cafeteria Plan	See Cafeteria Plan
Employee Cost	Varies by Plan	Varies by Plan	Varies by Plan	Varies by Plan	Varies by Plan
VISION - Eyemed					
City Paid	See Cafeteria Plan	See Cafeteria Plan	See Cafeteria Plan	See Cafeteria Plan	See Cafeteria Plan
Employee Cost	Varies by Plan	Varies by Plan	Varies by Plan	Varies by Plan	Varies by Plan

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Health & Welfare Allowance					
For health & welfare expenses	Up to $100/Mo	Up to $100/Mo	N/A	N/A	N/A
LONG TERM DISABILITY COVERAGE - MetLife					
Benefit	66 2/3% Salary	66 2/3% Salary	66 2/3% Salary	Assoc Plan	Assoc Plan
City Paid	-0-	-0-	-0-		
Employee Cost	0.91% x Salary $7500 Max /60 day elim	0.91% x Salary $7500 Max /60 day elim	0.91% x Salary $7500 Max /60 day elim		
SHORT TERM DISABILITY COVERAGE - UNUM or AFLAC					
City Paid	N/A	-0-	-0-	N/A	N/A
Employee Cost	N/A	Varies depending upon selected benefit amount; Up to 50% of salary for up to 90 days.		N/A	N/A
STATE DISABILTY INSURANCE / PAID FAMILY LEAVE INSURANCE					
City Paid	-0-	N/A	N/A	N/A	N/A
Employee Cost	0.90% x salary	N/A	N/A	N/A	N/A
WHOLE LIFE					
City Paid	-0-	-0-	-0-	N/A	N/A
Employee Cost	Cost varies depending upon coverage selected, available to EE & eligible dependents			N/A	N.A
LIFE - City Paid					
Benefit Amount	$20,000	$20,000	$20,000	$20,000	$20,000
City Paid	$4.60/mo	$4.60/mo	$4.60/mo	$4.60/mo	$4.60/mo
Employee Cost	-0-	-0-	-0-		
HOLIDAYS					
Days per Year	13	13	13 RPT - prorated	5% In-Lieu Pay	13 days for CSO, ACO, PSC, RS 5% In-Lieu Pay Dispatchers
SICK LEAVE					
Benefit	None, See General Leave	None, See General Leave	8 hours/month RPT - Pro-rated	8 hours/month	8 hours/month RPT - Pro-rated
MEDICAL LEAVE					
Benefit	None, See General Leave	None, See General Leave	May convert 8 hrs of sick leave to ML RPT - Pro-rated	N/A	N/A
VACATION					
Benefit	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 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 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 RPT - Pro-rated

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PERSONAL LEAVE					
Benefit	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	2 Hrs/FY / Pro-rated for RPT May convert 8 hrs max from sick to PL PSD: 10 hrs/FY for use only on payback day
BEREAVEMENT LEAVE					
	Up to 40 hours	Up to 40 hours	Up to 40 hours	Up to 40 hours	Up to 40 hours
CONFIDENTIAL LEAVE					
	Up to 20 hrs/FY	N/A	N/A	N/A	N/A
MGMT LEAVE					
(in-lieu of OT)	N/A	Up to 56 Hrs/Yr Max CM may grant add'l 16 Hrs.	N/A	N/A	N/A
GENERAL LEAVE					
(Sick, vacation, personal)	1-9 Yrs 15.333 hrs/mo 10-14 Yrs 18.666 hrs/mo 15-19 Yrs 20 hrs/mo 20 + Yrs 22 hrs/mo RPT - Prorated	1-9 Yrs 15.333 hrs/mo 10-14 Yrs 18.666 hrs/mo 15-19 Yrs 20 hrs/mo 20 + Yrs 22 hrs/mo RPT - Pro-rated	N/A	N/A	N/A
UNIFORM ALLOW					
	None	None	Boot Allowance $250/ 2 yrs	$85.00/Mo - PO, SGT	$85.00/Mo - CSO & Animal
LONGEVITY PAY					
	None	None	None	10+ yrs = 2.5% of salary 20+ yrs = 5% of salary	None
SICK LEAVE INCENTIVE					
	None	None	None	Level A = $25/mo Level B = $50/mo	Level A = $25/mo Level B = $50/mo RPT pro-rated
EDUCATIONAL INCENTIVE					
	None	None	None	INT POST $385.12/mo ADV POST $563.52/mo	Dispatcher INT POST $50/mo Dispatcher INT POST $100/mo
EDUCATIONAL REIMBURSEMENT					
	Up to 100% Discretion of CM	Up to 100% Discretion of CM	100% to a $1,500/Yr Max	100% to a $1,500/Yr Max	100% to a $1,500/Yr Max

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ACTING PAY & SPECIAL ASSIGNMENT PAY					
	5% of salary See MOU	5% of salary See MOU	5% of salary See MOU	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 Dispatcher: 8% of salary PS Dispatcher Training: 5% of salary
BILINGUAL PAY					
	$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