

**Town of Corte Madera
Summary of Employee Benefits – 2018**

| BENEFITS CATEGORIES | Corte Madera SEIU | Corte Madera Mid Management | Corte Madera Department Heads | Corte Madera Battalion Chiefs | Corte Madera Fire (IAFF) |
|---|---|---|---|---|---|
| M.O.U. Effective Date | 7/1/2014 – 6/30/2018 | 7/06/2015 – 7/1/2018 | 7/06/2015 – 7/1/2018 | 7/06/2015 – 7/1/2018 | 7/1/2015 – 6/30/2018 |
| Compensation –Increases scheduled during the Term of the Resolution | 7/1/2014 - 3% equity incr. 7/1/2015 - .5% plus 3% equity incr. 7/1/2016 - .5% plus 3% equity incr. 7/1/2017 - .5% plus 3% equity incr. | 7/6/2015 – 4% 7/4/2016 - 3% 7/3/2017 - 2% | 7/6/2015 – 3% 7/4/2016 - 2% 7/3/2017 - 2% | 7/6/2015 – 4% 7/4/2016 - 3% 7/3/2017 - 2% | 7/6/2015 – 4% 7/4/2016 - 3% 7/3/2017 - 2% |
| HEALTH AND WELFARE | | | | | |
| Health Insurance Premium EE only = Employee Only EE + 1 = Employee and 1 dependent EE + F = Employee and 2 or more dependents | Employer contributes max of Kaiser Bay Area rate according to dependency status. Ee enrolling in plan w. higher premium pays diff via pre-tax payroll deduction. <u>2018 Contribution</u> EE only - \$ 779.86/mo. EE + 1 - \$1,559.72/mo. EE + F - \$2,027.64/mo. | Employer contributes max of Kaiser Bay Area rate according to dependency status. Ee enrolling in plan w. higher premium pays diff via pre-tax payroll deduction. <u>2018 Contribution</u> EE only - \$ 779.86/mo. EE + 1 - \$1,559.72/mo. EE + F - \$2,027.64/mo. | Employer contributes max of Kaiser Bay Area rate according to dependency status. Ee enrolling in plan w. higher premium pays diff via pre-tax payroll deduction. <u>2018 Contribution</u> EE only - \$ 779.86/mo. EE + 1 - \$1,559.72/mo. EE + F - \$2,027.64/mo. | Employer contributes max of Kaiser Bay Area rate according to dependency status. Ee enrolling in plan w. higher premium pays diff via pre-tax payroll deduction. <u>2018 Contribution</u> EE only - \$ 779.86/mo. EE + 1 - \$1,559.72/mo. EE + F - \$2,027.64/mo. | Employer contributes max of Kaiser Bay Area rate according to dependency status. Ee enrolling in plan w. higher premium pays diff via pre-tax payroll deduction. <u>2018 Contribution</u> EE only - \$ 779.86/mo. EE + 1 - \$1,559.72/mo. EE + F - \$2,027.64/mo. |
| Dental Insurance Premium EE only = Employee Only EE + C = Employee and Children EE + S = Employee and Spouse EE + F = Employee and Family | Employer Contribution EE only - \$53.52/mo. EE + C - \$93.64/mo. EE + S \$114.89/mo. EE + F - \$163.24/mo. | Employer Contribution EE only - \$53.52/mo. EE + C - \$93.64/mo. EE + S \$114.89/mo. EE + F - \$163.24/mo. | Employer Contribution EE only - \$53.52/mo. EE + C - \$93.64/mo. EE + S \$114.89/mo. EE + F - \$163.24/mo. | Employer Contribution EE only - \$53.52/mo. EE + C - \$93.64/mo. EE + S \$114.89/mo. EE + F - \$163.24/mo. | Employer Contribution EE only - \$53.52/mo. EE + C - \$93.64/mo. EE + S \$114.89/mo. EE + F - \$163.24/mo. |
| Opt Out of Insurance | None | None | None | None | None |
| Vision EE only = Employee Only EE + 1 = Employee and 1 dependent EE + F = Employee and 2 or more dependents | Employee Paid through Flex 125 Plan | Employer Contribution EE only - \$11.38/mo EE + 1 - \$16.51/mo EE + F - \$29.60/mo | Employer Contribution EE only - \$11.38/mo EE + 1 - \$16.51/mo EE + F - \$29.60/mo | Employer Contribution EE only - \$11.38/mo EE + 1 - \$16.51/mo EE + F - \$29.60/mo | Employer Contribution EE only - \$11.38/mo Dependents at Employee expense |
| Life, Accidental Death and Dismemberment Insurances | Employer Contribution Coverage \$20k - coverage .23/1000 of coverage = Employee only - \$4.60/mo. Dependents - \$.58/mo. AD & D - \$.60 | Employer Contribution \$50k coverage .23/1000 of coverage = Employee only - \$11.50/mo. Dependents - \$2.87/mo. AD&D - \$1.50/mo. | Employer Contribution \$50k coverage .23/1000 of coverage = \$11.50/mo. Dependents - \$2.87/mo. AD&D - \$1.50/mo. | Employer Contribution \$50k coverage .23/1000 of coverage = \$11.50/mo. Dependents - \$2.87/mo. AD&D - \$1.50/mo. | Employer Contribution \$50k coverage .23/1000 of coverage = \$11.50/mo. Dependents - \$2.87/mo. AD&D - \$1.50/mo. |

Town of Corte Madera Benefits Matrix

| BENEFITS CATEGORIES | Corte Madera SEIU | Corte Madera Mid Management | Corte Madera Department Heads | Corte Madera Battalion Chiefs | Corte Madera Fire (IAFF) |
|---|--|--|--|--|--|
| Long-term Disability Insurance | Employee Paid | Employer Contribution Base salary * 66.66% coverage @ .00975 * monthly salary - (\$11K cap) – max contrib. \$107.25/mo. | Employer Contribution Base salary * 66.66% coverage @ .00975 * monthly salary - (\$11K cap) – max contrib. \$107.25/mo | Employee paid | Employee paid |
| Short Term Disability | Employee Paid | None | None | None | None |
| Employee Assistance Program (OPTUM Health) | Employer Contribution | Employer Contribution | Employer Contribution | Employer Contribution | Employer Contribution |
| CalPERS Retirement Plan and employer and Employee contributions | <p><u>FY 17/18</u></p> <p>Tier 1 – Classic members or hired before 1/1/2013 2.5% @ 55 Employer Share: 10.848% Employee Share – Full 8% Basis – Single Highest Year</p> <p>Tier 2 PEPRA members - Hired after 12/31/2012 and not a PERS Classic member : 2% @ 62 Employer Share: 6.908% Ee Share 6.5% Basis - 36 month average</p> | <p><u>FY 17/18</u></p> <p>Tier 1 – Classic members or hired before 1/1/2013 2.5% @ 55 Employer Share: 10.848% Employee Share – Full 8% Basis – Single Highest Year</p> <p>Tier 2 PEPRA members - Hired after 12/31/2012 and not a PERS Classic member : 2% @ 62 Employer Share: 6.908% Ee Share 6.5% Basis - 36 month average</p> | <p><u>FY 17/18</u> Misc. Employees</p> <p>Tier 1 - Classic members or hired before 1/1/2013 2.5% @ 55 Employer Share: 10.848% Employee Share - Full 8% Basis – Single Highest Year</p> <p>Tier 2 PEPRA Misc. members - Hired after 12/31/2012 and not a PERS Classic member : 2% @ 62 Employer Share: 6.908% Ee Share 6.5% Basis - 36 month average <u>Safety Employee</u> Tier 1 and 2 same as for IAFF</p> | <p><u>FY 17/18</u> Safety Employees</p> <p>Tier 1 – Classic members or hired before 1/1/2013 3% @ 50 Employer share 21.418% Ee share – Ee pays 9% Basis – Single Highest Year</p> <p>Tier 2 PEPRA members - Hired after 12/31/2012 and not a PERS Classic member : 2.7% @ 57 Employer Share: 12.729% Ee Share 12.25% Basis - 36 month average</p> | <p><u>FY 17/18</u> Safety Employees</p> <p>Tier 1 – Classic members or hired before 1/1/2013 3% @ 50 Employer share 22.418% Ee share – Ee pays 9% Basis – Single Highest Year</p> <p>Tier 2 PEPRA members - Hired after 12/31/2012 and not a PERS Classic member : 2.7% @ 57 Employer Share: 12.729% Ee Share 12.25% Basis - 36 month average</p> |
| Cost Sharing – Employee contribution to Employer share of PERS | Classic members pay 4.5% of the Employer contribution | Classic members pay 5.5% of the Employer contribution | Classic members (Admin) pay 5.5% of the Employer contribution Total EE Contribution: 13.5% <u>Classic members (Safety)</u> pay 9.0% of the Employer Contribution Total Employee Contribution: 18.0% | Classic members pay 9.0% of the Employer contribution | Classic members pay 9.0% of the Employer contribution |
| 457 Deferred Comp. | Employee Paid – Pre Tax Deduction | Employee Paid – Pre Tax Deduction | Employee Paid – Pre Tax Deduction | Employee Paid – Pre Tax Deduction | Employee Paid – Pre Tax Deduction |
| Social Security | Medicare only | Medicare only | Medicare only | Medicare only | Medicare only |

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|--|---|---|---|---|--|
| <p>Retiree Medical (MEC = PERS Minimum Employer Contribution)</p> <p>EE only = Employee Only EE + 1 = Employee and 1 dependent</p> | <p>Tier I – Hired pre 7/1/2011: Town contrib. max of Kaiser Bay Area rate by dependency status minus MEC. <u>2018 Employer Contribution</u> EE only - \$ 779.86/mo. Minus MEC \$133 EE + 1 or more - \$1,559.72/mo. Minus MEC \$133</p> <p>Medicare EE only = \$316.34 Minus MEC \$133 Medicare EE + 1 or more = \$632.68 Minus MEC \$133</p> <p>Tier 2 Hired/Rehired after 7/1/2011 ER Contributes MEC plus to Retirement Health Savings Account (RHSA) 0-3 YOS – No Contribution 4-10 YOS - \$1200/yr. 11+ YOS - \$1500/yr.</p> | <p>Tier I – Hired pre 8/1/2011: Town contrib. max of Kaiser Bay Area rate by dependency status minus MEC. <u>2018 Employer Contribution</u> EE only - \$ 779.86/mo. Minus MEC \$133 EE + 1 or more - \$1,559.72/mo. Minus MEC \$133</p> <p>Medicare EE only = \$316.34 Minus MEC \$133 Medicare EE + 1 or more = \$632.68 Minus MEC \$133</p> <p>Tier 2 Hired/Rehired after 8/1/2011 ER Contributes MEC plus to Retirement Health Savings Account (RHSA) 0-3 YOS – No Contribution 4-10 YOS - \$1,200 11+ YOS - \$1,500/yr.</p> | <p>Tier I – Hired pre 8/1/2011: Town contrib. max of Kaiser Bay Area rate by dependency status minus MEC. <u>2018 Employer Contribution</u> EE only - \$ 779.86/mo. Minus MEC \$133 EE + 1 or more - \$1,559.72/mo. Minus MEC \$133</p> <p>Medicare EE only = \$316.34 Minus MEC \$133 Medicare EE + 1 or more = \$632.68 Minus MEC \$133</p> <p>Tier 2 Hired/Rehired after 8/1/2011 ER Contributes MEC plus to Retirement Health Savings Account (RHSA) 0-3 YOS – No Contribution 4-10 YOS - \$1200/yr. 11+ YOS - \$1500/yr.</p> | <p>Tier I – Hired pre 1/1/2013: Town contrib. max of Kaiser Bay Area rate by dependency status minus MEC. <u>2018 Employer Contribution</u> EE only - \$ 779.86/mo. Minus MEC \$133 EE + 1 or more - \$1,559.72/mo. Minus MEC \$133</p> <p>Medicare EE only = \$316.34 Minus MEC \$133 Medicare EE + 1 or more = \$632.68 Minus MEC \$133</p> <p>Tier 2 Hired after 12/31/2012 ER contrib. MEC plus to Retirement Health Savings Account (RHSA) 0-completion of probation – No Contribution After probation - 4.0% of Fire Engineer/Paramedic</p> | <p>Tier I – Hired pre 1/1/2013: Town contrib. max of Kaiser Bay Area rate by dependency status minus MEC. <u>2018 Employer Contribution</u> EE only - \$ 779.86/mo. Minus MEC \$133 EE + 1 or more - \$1,559.72/mo. Minus MEC \$133</p> <p>Medicare EE only = \$316.34 Minus MEC \$133 Medicare EE + 1 or more = \$632.68 Minus MEC \$133</p> <p>Tier 2 Hired after 12/31/2012 ER contributes MEC plus to Retirement Health Savings Account (RHSA) 0-completion of probation – No Contribution After probation - 4.0% of Fire Engineer/Paramedic</p> |

| PAID TIME OFF | | | | | |
|---------------|---|--|--|---|--|
| Vacation | <p>0 – 1 yos. = 80 hrs/yr 2 - 5 yos. = 96 hrs/yr 6 - 10 yos. = 120 hrs/yr 11- 19 yos. = 160 hrs/yr 20 + yos. = 168 hrs/yr</p> | <p>0 - 5 yos = 96 hrs/yr 6 - 10 yos = 120 hrs/yr 11 - 15 yos = 160 hrs/yr 16 + yos = 200 hrs/yr</p> <p>Hired/Rehired after 8/1/2011: 0 - 1 yos = 80 hrs/yr</p> | <p>0 - 5 yos = 96 hrs/yr 6 - 10 yos = 120 hrs/yr 11 - 15 yos = 160 hrs/yr 16 + yos = 200 hrs/yr</p> <p>Hired/Rehired after 8/1/2011: 0 - 1 yos = 80 hrs/yr</p> | <p><u>Shift:</u> 0 - 5 yos = 144 hrs/yr 6 - 10 yos = 180 hrs/yr 11- 15 yos = 240 hrs/yr 16 + yos = 300 hrs/yr Max Accrual = 360 hrs <u>Non-Shift:</u></p> | <p><u>Shift:</u> 0 - 5 yos = 144 hrs/yr 6 - 10 yos = 180 hrs/yr 11 - 15 yos = 240 hrs/yr 16 + yos = 300 hrs/yr Max Accrual = 360 hrs <u>Non-Shift:</u></p> |

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|--------------------------------|--|--|--|--|--|
| | Max accrual 260 hrs | 2 - 5 yos = 96 hrs/yr 6 - 10 yos = 120 hrs/yr 11 - 19 yos = 160 hrs/yr 20 + yos = 168 hrs/yr Max accrual 240 hrs | 2 - 5 yos = 96 hrs/yr 6 - 10 yos = 120 hrs/yr 11 - 19 yos = 160 hrs/yr 20 + yos = 168 hrs/yr Max accrual 240 hrs | 0 - 5 yos = 96 hrs/yr 6 - 10 yos = 120 hrs/yr 11- 15 yos = 160 hrs/yr 16 + yos = 200 hrs/yr Max accrual 240 hrs | 0 - 5 yos = 96 hrs/yr 6 - 10 yos = 120 hrs/yr 11- 15 yos = 160 hrs/yr 16 + yos = 200 hrs/yr Max accrual 240 hrs |
| Unused Vacation at Termination | Paid out at 100% | Paid out at 100% | Paid out at 100% | Paid out at 100% | Paid out at 100% |
| Holidays | 10 + 3 floating per year + 1 day Christmas or NY Eve | 10 + 3 floating per year + 1 day Christmas or NY Eve | 10 + 3 floating per year + 1 day Christmas or NY Eve | Non- Shift - 10 + 2 floating per year + 1 day Xmas Eve or NY Eve | Non- Shift - 10 + 2 floating per year + 1 day Xmas Eve or NY Eve |
| Holiday Pay-in-lieu | None | None | None | Shift - 156 hours = 5.357% | Shift 156 hours = 5.357% |
| Sick Leave | 96 hours per year Unlimited Accrual | 96 hours per year Unlimited Accrual | 96 hours per year Unlimited Accrual | Shift: 144 hrs/year Non Shift: 96 hrs./year Unlimited Accrual | Shift: 144 hrs/year Non Shift: 96 hrs./year Unlimited Accrual |
| Unused Sick Leave Pay-out | At retirement – service credit | At retirement – service credit | At retirement – service credit | At retirement – service credit | At retirement – service credit |
| Funeral Leave | 3 days; may be extended up to 5 days for good cause | 3 days; may be extended up to 5 days for good cause | 3 days; may be extended up to 5 days for good cause | Shift: 3 - 24 hours shifts Non Shift: 5 working days | Shift: 3 - 24 hours shifts Non Shift: 5 working days |
| Administrative Leave Pay | None | Up to 80 hours for exempt classes | 96 hours | 72 hrs | None |
| INCENTIVE PAY | | | | | |
| Longevity Pay | None | None | None | None | None |
| Tuition Reimbursement | \$50 per class – Max \$300/yr | Up to \$1,200/fy | Up to \$1,200/fy | Up to \$1,200/fy | None |
| Educational Incentive | None | None | Safety Department Head BA/BS = 5% Master's Degree OR Exec Fire Officer Cert = 5% Max incentive Pay 15% | Battalion Chiefs – Paramedic = 5% AS Fire Sci = 3% OR BA/BS = 5% Specific Career Paths Investigations = 2% Instructor = 3% Prevention = 5% HazMat Specialist = 5% Chief Fire Officer Cert = 5% Max incentive Pay 14% | .5% for following – max 1.5% CPR Instructor Certified First Aid Instructor Certified Adv. First Aid Instr. AS Degree in Fire Sci. 3% BA/BS Degree 5% Fire Officer Cert – 2.5% For Fire Captain/Paramedic: Investigations = 2% Master Instructor = 2.5% Prevention = 5% HazMat Specialist = 5% Chief Fire Officer Cert = 5% |

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|-----------------------------------|---|---|--|---|---|
| | | | | | Max incentive Pay 12% |
| License/Certificate Fees | Town reimburse costs for Class B Drivers Lic if required | None | None | None | None |
| Assignment/Shift Differential | None | NA | NA | None | None |
| Acting Pay | 5% if more than 10 days retroactive to 1 st day worked | 5% if more than 10 days retroactive to 1 st day worked | NA | Not Addressed in MOU | 6% after 3 shifts |
| Uniform, Tool & Boot Allowance | Provided | NA | Only for Director of Emergency Services provided | Provided | Provided |
| Required Call Back or Standby Pay | Call Back – min 2 hrs OT Christmas or Thanksgiving = 2 hr min @ 2 x's base pay Standby for 24 = 2 hrs pay PW/Sanitation standby 2 hrs for weekdays and 4 hrs. holidays or weekends | NA | NA | Minimum for call back = 1 ¾ hours at overtime rate Time worked beyond 1 st hour paid at 2 x' base pay on 56 hour workweek | Minimum for call back = 1 ¾ hours at overtime rate Time worked beyond 1 st hour paid at 2 x' base pay on 56 hour workweek |
| | | | | | |