

**Town of Corte Madera
Summary of Employee Benefits - 2020**

Benefit Categories	Corte Madera SEIU	Corte Madera Mid-Managemnt	Corte Madera Department Heads
M.O.U. Effective Date	07/01/18 - 06/30/21	07/01/18 - 06/30/21	07/01/18 - 06/30/21
Compensation Increases scheduled during the Term of the Resolution	07/01/18 - 2% + 1% Special Adjustment 07/01/19 - 3% 07/01/20 - 3%	07/01/18 - 3% 07/01/19 - 3% 07/01/20 - 2%	07/01/18 - 3% 07/01/19 - 3% 07/01/20 - 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 the Kaiser Bay Area Rate. Employee enrolled in a Plan with a higher premium pays the difference via Flex 125 Plan <u>2020 Contribution</u> EE Only - \$768.49/mo EE+1 - \$1,536.98/mo EE+F - \$1,998.07/mo	Employer contributes the Kaiser Bay Area Rate. Employee enrolled in a Plan with a higher premium pays the difference via Flex 125 Plan <u>2020 Contribution</u> EE Only - \$768.49/mo EE+1 - \$1,536.98/mo EE+F - \$1,998.07/mo	Employer contributes the Kaiser Bay Area Rate. Employee enrolled in a Plan with a higher premium pays the difference via Flex 125 Plan <u>2020 Contribution</u> EE Only - \$768.49/mo EE+1 - \$1,536.98/mo EE+F - \$1,998.07/mo
Dental Insurance Premium EE Only= Employee Only EE + C=Employee and Children E + S=Employee and Spouse E + F=Employee and Family	<u>2020 Contribution</u> EE Only - \$56.77/mo EE + C - \$98.91/mo EE + S - \$121.88/mo EE + F- \$173.16/mo	<u>2020 Contribution</u> EE Only - \$56.77/mo EE + C - \$98.91/mo EE + S - \$121.88/mo EE + F- \$173.16/mo	<u>2020 Contribution</u> EE Only - \$56.77/mo EE + C - \$98.91/mo EE + S - \$121.88/mo EE + F- \$173.16/mo
Opt Out of Insurance	None	None	None
Vision Insurance Premium EE Only= Employee Only EE + 1 =Employee and 1 dependent EE + F=Employee and 2 or more dependents	<u>2020 Contribution</u> Employee Paid via Flex 125 Plan	<u>2020 Contribution</u> EE Only - \$11.38/mo EE+1 - \$16.51/mo EE+F - \$29.60/mo	<u>2020 Contribution</u> EE Only - \$11.38/mo EE+1 - \$16.51/mo EE+F - \$29.60/mo
Life, Accidental Death and Dismemberment Insurances	<u>2020 Contribution</u> Coverage \$20,000 .253/1000 of coverage = Employee Only - \$5.06/mo Dependents -\$.58/mo Ad & D -\$.60/mo	<u>2020 Contribution</u> Coverage \$50,000 .253/1000 of coverage = Employee Only - \$12.65/mo Dependents -\$2.87/mo Ad & D -\$1.50/mo	<u>2020 Contribution</u> Coverage \$50,000 .253/1000 of coverage = Employee Only - \$12.65/mo Dependents -\$2.87/mo Ad & D -\$1.50/mo
Long Term Disability Insurance	<u>2020 Contribution</u> Employee Paid	<u>2020 Contribution</u> Base Salary 66.66% coverage \$11,000 Monthly Cap Maximum Contribution \$107.25/mo Monthly Salary x .0065 = Premium	<u>2020 Contribution</u> Base Salary 66.66% coverage \$11,000 Monthly Cap Maximum Contribution \$107.25/mo Monthly Salary x .0065 = Premium
Short Term Disability	Employee Paid	None	None

Town of Corte Madera Benefit Matrix

Benefit Categories	Corte Madera SEIU	Corte Madera Mid-Management	Corte Madera Department Heads
Employee Assistance Program (OPTUM Health)	2020 Contribution Employer Paid	2020 Contribution Employer Paid	2020 Contribution Employer Paid
CalPERS Retirement Plan and Employer and Employee Contributions	FY 19/20 Tier 1 - Classic Members hired before 01/01/13 Retirement Formula: 2.5% @ 55 Employer Share: 12.142% Employee Share: Full 8% Basis: Single Highest Year Tier 2 -PEPRA Members hired after 12/31/12 Retirement Formula: 2% @ 62 Employer Share: 7.072% Employee Share: 7.25% Basis: 36 Month Average	FY 19/20 Tier 1 - Classic Members hired before 01/01/13 Retirement Formula: 2.5% @ 55 Employer Share: 12.142% Employee Share: Full 8% Basis: Single Highest Year Tier 2 -PEPRA Members hired after 12/31/12 Retirement Formula: 2% @ 62 Employer Share: 7.072% Employee Share: 7.25% Basis: 36 Month Average	FY 19/20 Tier 1 - Classic Members hired before 01/01/13 Retirement Formula: 2.5% @ 55 Employer Share: 12.142% Employee Share: Full 8% Basis: Single Highest Year Tier 2 -PEPRA Members hired after 12/31/12 Retirement Formula: 2% @ 62 Employer Share: 7.072% Employee Share: 7.25% Basis: 36 Month Average
Cost Sharing - Employee Contribution to Employer Share of PERS	Classic members pay 4.5% of the Employer Contribution Total Employee Contribution-12.50%	Classic members pay 5.5% of the Employer Contribution Total Employee Contribution-13.50%	Classic members pay 5.5% of the Employer Contribution Total Employee Contribution-13.50%
457 Deferred Compensation	Employee Paid - Tax Deferred Deduction	Employee Paid - Tax Deferred Deduction	Employee Paid - Tax Deferred Deduction
Roth Deferred Compensation	Employee Paid - After Tax Deduction	Employee Paid - After Tax Deduction	Employee Paid - After Tax Deduction
Social Security	Medicare Only	Medicare Only	Medicare Only

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Benefit Categories	Corte Madera SEIU	Corte Madera Mid-Management	Corte Madera Department Heads
<p>Retiree Medical (MEC=PERS Minimum Employer Contribution)</p> <p>EE Only= Employee Only EE + 1 =Employee and 1 dependent</p>	<p>Tier 1 - Hired before 07/01/11 Town contributes maximum of Kaiser Bay Area Rate by Dependency Status minus MEC</p> <p style="text-align: center;"><u>2020 Contribution</u></p> <p>EE Only -\$768.49/mo Minus MEC \$139 EE+1 - \$1,536.98/mo Minus MEC \$139</p> <p>Medicare EE Only - \$339.43/mo Minus MEC \$139 EE+1 - \$678.86/mo Minus MEC \$139</p> <p>Tier 2 - Hired after 07/01/11 Employer Contributes MEC Plus to Retirement Health Savings Account (RHSA) 0-3 Years of Service - None 04-10 Years of Service - \$1,200/yr 11+ Years of Service - \$1,500/yr</p>	<p>Tier 1 - Hired before 08/01/11 Town contributes maximum of Kaiser Bay Area Rate by Dependency Status minus MEC</p> <p style="text-align: center;"><u>2020 Contribution</u></p> <p>EE Only -\$768.49/mo Minus MEC \$139 EE+1 - \$1,536.98/mo Minus MEC \$139</p> <p>Medicare EE Only - \$339.43/mo Minus MEC \$139 EE+1 - \$678.86/mo Minus MEC \$139</p> <p>Tier 2 - Hired after 08/01/11 Employer Contributes MEC Plus to Retirement Health Savings Account (RHSA) 0-3 Years of Service - None 04-10 Years of Service - \$1,200/yr 11+ Years of Service - \$1,500/yr</p>	<p>Tier 1 - Hired before 08/01/11 Town contributes maximum of Kaiser Bay Area Rate by Dependency Status minus MEC</p> <p style="text-align: center;"><u>2020 Contribution</u></p> <p>EE Only -\$768.49/mo Minus MEC \$139 EE+1 - \$1,536.98/mo Minus MEC \$139</p> <p>Medicare EE Only - \$339.43/mo Minus MEC \$139 EE+1 - \$678.86/mo Minus MEC \$139</p> <p>Tier 2 - Hired after 08/01/11 Employer Contributes MEC Plus to Retirement Health Savings Account (RHSA) 0-3 Years of Service - None 04-10 Years of Service - \$1,200/yr 11+ Years of Service - \$1,500/yr</p>

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Benefit Categories	Corte Madera SEIU	Corte Madera Mid-Management	Corte Madera Department Heads
PAID TIME OFF			
Vacation	0 - 1 Years of Service - 80 hrs/yr 2 - 5 Years of Service - 96 hrs/yr 6 - 10 Years of Service - 120 hrs/yr 11 - 19 Years of Service - 160 hrs/yr 20 + Years of Service - 168 hrs/yr Maximum Accrual 300 hrs/yr	0 - 5 Years of Service - 96 hrs/yr 6 - 10 Years of Service - 120 hrs/yr 11 - 15 Years of Service - 160 hrs/yr 16 + Years of Service - 200 hrs/yr Hired/Rehired after 08/01/11 0 - 1 Years of Service - 80 hrs/yr 2 - 5 Years of Service - 96 hrs/yr 6 - 10 Years of Service - 120 hrs/yr 11 - 19 Years of Service - 160 hrs/yr 20 + Years of Service - 168 hrs/yr Maximum Accrual 300 hrs/yr	0 - 5 Years of Service - 96 hrs/yr 6 - 10 Years of Service - 120 hrs/yr 11 - 15 Years of Service - 160 hrs/yr 16 + Years of Service - 200 hrs/yr Hired/Rehired after 08/01/11 0 - 1 Years of Service - 80 hrs/yr 2 - 5 Years of Service - 96 hrs/yr 6 - 10 Years of Service - 120 hrs/yr 11 - 19 Years of Service - 160 hrs/yr 20 + Years of Service - 168 hrs/yr Maximum Accrual 300 hrs/yr
Unused Vacation at Termination	Paid Out at 100%	Paid Out at 100%	Paid Out at 100%
Holidays	10 + 3 Floating Holiday per Year +1 day Christmas or New Years Eve	10 + 3 Floating Holiday per Year +1 day Christmas or New Years Eve	10 + 3 Floating Holiday per Year +1 day Christmas or New Years Eve
Sick Leave	96 hrs/yr Accrual - Unlimited	96 hrs/yr Accrual - Unlimited	96 hrs/yr Accrual - Unlimited
Unused Sick Leave Termination	Service Credit @ Retirement	Service Credit @ Retirement	Service Credit @ Retirement
Funeral Leave	3 days/yr - may be extended to 5 days for good cause	3 days/yr - may be extended to 5 days for good cause	3 days/yr - may be extended to 5 days for good cause
Administrative Leave	None	96 hrs/fy for Exempt Employees	96 hrs/fy
Administrative Leave At Termination	None	Paid Out at 100%	Paid Out at 100%
INCENTIVE PAY			
Longevity	15+Years of Service = 1% of Base Pay	None	None
Tuition Reimbursement	\$50 per class - Maximum \$300/yr	Maximum of \$1,200/fy	Maximum of \$1,200/fy
Commuter Reimbursement	None	Maximum of \$500/fy	Maximum of \$500/fy
Health/Wellness Reimbursement	None	Maximum of \$500/fy	Maximum of \$500/fy
License/Certificate Fees Reimbursement	If required, Class B Drivers License	None	None
Assignment/Shift Differential	None	None	None
Acting Pay	5% - Worked over 10 days - Retroactive to 1st day worked.	5% - Worked over 10 days - Retroactive to 1st day worked.	5% - Worked over 10 days - Retroactive to 1st day worked.
Uniform, Tool & Boot Allowance	Provided	N/A	N/A
Required Call Back or Standby Pay	Call Back - 2 hrs minimum @ 1.5 base Thanksgiving/Christmas - 2 hrs minimum @ 2.0 base Standby - 24 hour on call Weekdays 2 hours at base Weekends 4 hours at base	N/A	N/A