

## Management/Unrepresented Employees Benefit Summary

Updated 1-01-18

| Contract Information for Management Employees                      | City Manager                      | City Attorney                     | Fremont Association of Management Employees (FAME non-safety and safety)                 | Fremont Police Management Association (FPMA) | Unrepresented Fremont Officials (UFO) – Department Heads & other at-will employees | Unrepresented Management Employees (UME) | Confidential Employees            | Mayor and City Council                                       |
|--|-----------------------------------|-----------------------------------|--|--|--|--|-----------------------------------|--|
| <b>Contract Date</b>   | N/A                               | N/A                               | 7/1/17 – 6/30/19   | 7/1/17 – 6/30/19                             | N/A  | N/A                                      | N/A                               | N/A  |
| <b>FY 2017-18 Employee Compensation (effective 6/25/17)</b>        | Wage increase in the amount of 3% | Wage increase in the amount of 3% | <u>Non-Safety</u><br>Wage increase in the amount of 3%<br><br><u>Safety</u><br>3%        | Wage increase in the amount of 5.5%          | Wage increase in the amount of 3%<br><br>Police Chief: 5.5%<br>Fire Chief: 3%      | Wage increase in the amount of 3%        | Wage increase in the amount of 3% | Mayor - \$3,500/month<br><br>Council Members - \$1,970/month |
| <b>CalPERS Retirement for Employees hired before 4/8/12</b>        | 2.5% @ 55                         | 2.5% @ 55                         | <u>Non-Safety</u><br>2.5% @ 55<br><br><u>Safety</u><br>3% @ 50                           | 3% @ 50                                      | 2.5% @ 55  | 2.5% @ 55                                | 2.5% @ 55                         | 2.5% @ 55<br>*(optional membership)                          |
| <b>Final Compensation</b>  | Single Highest Year               | Single Highest Year               | Single Highest Year  | Single Highest Year                          | Single Highest Year  | Single Highest Year                      | Single Highest Year               | Single Highest Year  |
| <b>Survivor Benefit</b>  | 4 <sup>th</sup> Level             | 4 <sup>th</sup> Level             | <u>Non-Safety</u><br>4 <sup>th</sup> Level<br><br><u>Safety</u><br>3 <sup>rd</sup> Level | 4 <sup>th</sup> Level                        | 4 <sup>th</sup> Level  | 4 <sup>th</sup> Level                    | 4 <sup>th</sup> Level             | 4 <sup>th</sup> Level  |
| <b>CalPERS Retirement for Classic Members hired after 4/8/12</b>   | 2% @ 60                           | 2% @ 60                           | <u>Non-Safety</u><br>2% @ 60<br><br><u>Safety</u><br>3% @ 55                             | 3% @ 55                                      | 2% @ 60  | 2% @ 60                                  | 2% @ 60                           | 2% @ 60<br>*(optional membership)                            |
| <b>Final Compensation</b>  | Three Highest Years               | Three Highest Years               | Three Highest Years  | Three Highest Years                          | Three Highest Years  | Three Highest Years                      | Three Highest Years               | Three Highest Years  |
| <b>Survivor Benefit</b>  | 4 <sup>th</sup> Level             | 4 <sup>th</sup> Level             | <u>Non-Safety</u><br>4 <sup>th</sup> Level<br><br><u>Safety</u><br>3 <sup>rd</sup> Level | 4 <sup>th</sup> Level                        | 4 <sup>th</sup> Level  | 4 <sup>th</sup> Level                    | 4 <sup>th</sup> Level             | 4 <sup>th</sup> Level  |
| <b>CalPERS Retirement for New Members hired on or after 1/1/13</b> | 2% @ 62                           | 2% @ 62                           | <u>Non-Safety</u><br>2% @ 62<br><br><u>Safety</u><br>2.7% @ 57                           | 2.7% @ 57                                    | 2% @ 62  | 2% @ 62                                  | 2% @ 62                           | 2% @ 62<br>*(optional membership)                            |
| <b>Final Compensation</b>  | Three Highest Years               | Three Highest Years               | Three Highest Years  | Three Highest Years                          | Three Highest Years  | Three Highest Years                      | Three Highest Years               | Three Highest Years  |
| <b>Survivor Benefit</b>  | 4 <sup>th</sup> Level             | 4 <sup>th</sup> Level             | <u>Non-Safety</u><br>4 <sup>th</sup> Level<br><br><u>Safety</u><br>3 <sup>rd</sup> Level | 4 <sup>th</sup> Level                        | 4 <sup>th</sup> Level  | 4 <sup>th</sup> Level                    | 4 <sup>th</sup> Level             | 4 <sup>th</sup> Level  |

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|--|---------------------------------------|--|---|--|--|--|---------------------------|--|
| <b>Employer Rate FY 17/18</b>  | 9.658%                                | 9.658%                                 | <u>Non-Safety</u><br>9.658%<br><u>Safety</u><br>17.095% - Classic<br>15.595% - PEPRRA | 14.095% - Classic<br>15.595% - PEPRRA        | 9.658%   | 9.658%                                   | 9.658%                    | 9.658%                                       |
| <b>CalPERS Employee Contribution for Employees hired before 4/8/12</b> | 8%                                    | 8%                                     | <u>Non-Safety</u><br>8%<br><u>Safety</u><br>12%                                       | 12%  | <u>Non-Safety</u><br>8%<br><u>Police Chief</u><br>12%<br><u>Fire Chief</u><br>12%                    | 8%                                       | 8%                        | 8%<br>*(If CalPERS membership is elected)    |
| <b>CalPERS Employee Contribution for Classic Members</b>               | 7%                                    | 7%                                     | <u>Non-Safety</u><br>7%<br><u>Safety</u><br>12%                                       | 12%  | <u>Non-Safety</u><br>7%<br><u>Police Chief</u><br>12%<br><u>Fire Chief</u><br>12%                    | 7%                                       | 7%                        | 7%<br>*(If CalPERS membership is elected)    |
| <b>CalPERS Employee Contribution for New Members</b>                   | 6.25%                                 | 6.25%                                  | <u>Non-Safety</u><br>6.25%<br><u>Safety</u><br>12%                                    | 12%  | <u>Non-Safety</u><br>6.25%<br><u>Police Chief</u><br>12%<br><u>Fire Chief</u><br>12%                 | 6.25%                                    | 6.25%                     | *6.25%<br>(If CalPERS membership is elected) |
| <b>Deferred Compensation</b>   | Annual City Contribution - \$5,400    | Annual City Contribution – IRS maximum | Voluntary – employee contributions  | Voluntary – employee paid                    | Annual City Contribution – Amount to be determined at time of hire based on approval of City Manager | Voluntary – employee paid                | Voluntary – employee paid | N/A  |
| <b>City Contribution to 401(a)</b>                                     | 2% of base salary + \$11,344 annually | 3.4% of base salary                    | <u>Non-Safety</u><br>2% of base salary<br><br><u>Safety</u><br>N/A                    | N/A  | 2% of base salary  | 2% of base salary                        | N/A                       | N/A  |
| <b>Uniform Allowance (paid annually)</b>                               | N/A                                   | N/A                                    | Fire Managers – \$1,000   | \$1,500                                      | Police Chief - \$1,500<br>Fire Chief - \$1,000   | N/A                                      | N/A                       | N/A  |
| <b>Longevity Pay</b>   | N/A                                   | N/A                                    | <u>Non-Safety</u><br>N/A<br><u>Safety</u><br>24 years – additional 2.3% of base pay   | 24 years – additional 2.3% of base pay       | N/A  | N/A                                      | N/A                       | N/A  |

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|---|--------------|---------------|--|---|--|--|--|------------------------|
| <b>Acting Pay</b>                             | N/A          | N/A           | Amount is discretionary based on duties performed and duration of assignment.  | Amount is discretionary based on duties performed and duration of assignment.   | City Manager discretion  | Amount is discretionary based on assignment exceeding 3 weeks.                   | Greater of first step of higher class or 5% with a 5 day minimum.<br><br>Greater of bottom of salary range or 10% of base pay for acting in a management class with a 5 day minimum. | N/A                    |
| <b>Call Back Pay</b>                          | N/A          | N/A           | N/A  | N/A   | N/A  | N/A  | 2 hours at overtime rate. Does not apply if called back to work within two (2) hours of regular start time.  | N/A                    |
| <b>Anniversary Bonus</b>                      | N/A          | N/A           | N/A  | N/A   | N/A  | N/A  | One time \$500 bonus at the completion of 14 and 19 years  | N/A                    |
| <b>Management Incentive Pay</b>               | N/A          | N/A           | City Manager discretion – premium pay for working outside normal scope of duties   | City Manager discretion – premium pay for working outside normal scope of duties  | City Manager discretion  | City Manager discretion – premium pay for working outside normal scope of duties | N/A  | N/A                    |
| <b>Educational Incentive Pay</b>              | N/A          | N/A           | N/A  | 5% of base salary   | N/A  | N/A  | N/A  | N/A                    |
| <b>Bilingual Pay</b>                          | N/A          | N/A           | N/A  | N/A   | N/A  | N/A  | \$150/month for designated positions   | N/A                    |
| <b>Tuition Reimbursement</b>                  | N/A          | N/A           | Maximum \$20,000 per employee with at least 6 months of full-time service; bargaining unit maximum \$150,000 for term of MOU | Maximum \$20,000 per employee with at least 6 months of full-time service; bargaining unit maximum \$50,000 for term of MOU | City Manager discretion  | City Manager discretion  | Maximum reimbursement \$2,000 per employee per fiscal year; \$20,000 lifetime maximum; \$30,000 funded per fiscal year   | N/A                    |

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|---|---|---|---|---|--|--|---|---|
| <b>City Paid Health Benefits Allowance (HBA). Excess HBA over premium cost paid as taxable ABC Cash (cafeteria plan).</b> | <i>Effective 1/1/17</i><br>2,030.13/mo.   |   |   |   |  |  | <i>Effective 1/1/17</i><br>\$1,981.95/mo.   | \$450.00/month  |
|   | <i>Effective 1/1/18</i><br>\$2,130.13/mo.   |   |   |   |  |  | <i>Effective 1/1/18</i><br>\$2,081.95/mo.   |   |
|   | Used to purchase medical, dental, and vision insurance. ABC Cash cap is \$580/mo.   | Used to purchase medical, dental, and vision insurance. ABC Cash not available. | Used to purchase medical, dental, and vision insurance. ABC Cash cap is \$580/mo. | Used to purchase medical, dental, and vision insurance. ABC Cash cap is \$580/mo. | Used to purchase medical, dental, and vision insurance. ABC Cash cap is \$580/mo.  | Used to purchase medical, dental, and vision insurance. ABC Cash cap is \$580/mo.  | Used to purchase medical, dental, and vision insurance. ABC Cash cap is \$580/mo.   | Used to purchase medical, dental, and vision insurance.   |
| <b>Medical Plans</b>  | HMO or PPO plans provided by CalPERS. Premiums vary depending on plan and coverage levels.  |   |   |   |  |  |   |   |
| <b>Dental Plan (premiums effective 1/1/18)</b>  | Coverage provided through Delta Dental:<br><br>EE only-\$38.70/mo.<br>EE+1-\$72.20/mo.<br>Family-\$123.70/mo.   |   |   |   |  |  | Coverage provided through Delta Dental. Mandatory enrollment.<br><br>\$117.50/mo. composite rate  | Coverage provided through Delta Dental:<br><br>EE only-\$38.70/mo.<br>EE+1-\$72.20/mo.<br>Family-\$123.70/mo.                               |
| <b>Vision Plan (premiums effective 1/1/18)</b>  | <b>VSP Standard Plan</b><br>EE only-\$8.16/mo.<br>EE+1-\$11.62/mo.<br>Family-\$20.48/mo.<br><br><b>VSP High Plan</b><br>EE only-\$11.88/mo.<br>EE+1-\$17.04/mo.<br>Family-\$30.20/mo. |   |   |   |  |  |   |   |
| <b>Employee Assistance Plan (premiums effective 7/1/15 – 6/30/18)</b>   | \$4.34/mo.  |   |   |   |  |  |   |   |
| <b>City Paid</b>  |   |   |   |   |  |  |   |   |
| <b>Basic Life / Accidental Death and Dismemberment (AD&amp;D) Insurance (premiums effective 1/1/18 – 12/31/20)</b>        | <b>Basic Life</b><br>\$250,000 coverage<br>\$21.75/month<br>\$1,500 dependent coverage<br>\$0.36/month<br><br><b>AD&amp;D</b><br>\$6.50/month   |   |   |   |  | <b>Basic Life</b><br>\$100,000 coverage<br>\$8.70/month<br>\$1,500 dependent coverage<br>\$0.36/month<br><br><b>AD&amp;D</b><br>\$2.60/month | <b>Basic Life</b><br>\$50,000 coverage<br>\$4.35/month<br>\$1,500 dependent coverage<br>\$0.36/month<br><br><b>AD&amp;D</b><br>\$1.30/month | <b>Basic Life</b><br>\$50,000 coverage<br>\$4.35/month<br>\$1,500 dependent coverage<br>\$0.36/month<br><br><b>AD&amp;D</b><br>\$1.30/month |
| <b>City Paid</b>  |   |   |   |   |  |  |   |   |

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|---|---|---------------|--|--|--|--|------------------------|------------------------|
| <b>Supplemental Life Insurance – Voluntary \$10,000 - \$300,000; employee, spouse &amp; family coverage available</b><br><br><b>Employee Paid</b>         | Premium varies by volume and type of coverage   |               |  |  |  |  |                        |                        |
| <b>AD&amp;D Insurance – Voluntary, amounts vary; employee, spouse &amp; family coverage available</b><br><br><b>Employee Paid</b>                         | Premium varies by volume and type of coverage   |               |  |  |  |  |                        |                        |
| <b>Short Term Disability Insurance – Voluntary</b><br><br><b>Premium - \$0.221/\$100 of base salary</b><br><br><b>Employee Paid (after-tax deduction)</b> | Calculated at 66.67% of employee's monthly salary to a maximum benefit of \$2,500/week.   |               |  |  |  |  |                        | N/A                    |
| <b>Long Term Disability Insurance</b><br><br><b>City Paid</b>   | Calculated at 66.67% of employee's monthly salary to a maximum benefit of \$10,000/month. Premium - \$0.551/\$100 of base salary. |               |  |  |  |  |                        | N/A                    |

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|---|---|---------------|--|---|---|---|--|---|
| <b>Retiree Medical Reimbursement</b>          | <p><u>Retired on or after 7/1/01 with 20+ years of service:</u><br/>Kaiser single party premium rate in effect on date of retirement</p> <p><u>Retired on or after 7/1/01 with 25+ years of service:</u><br/>Kaiser two party premium rate in effect on date of retirement</p> <p><u>Hired on or after 7/1/07:</u><br/>0-5 years - \$0<br/>6-9 years - \$200/month<br/>10-19 years - \$225/month<br/>20-24 years – Kaiser single premium rate on date of retirement<br/>25+ years – Kaiser two party premium rate on date of retirement</p> <p><u>Hired on or after 1/1/12:</u><br/>The following criteria applies:<br/>                     1- Retire from the City within 120 days of separation.<br/>                     2- Vested with CalPERS.<br/>                     3- Completed at least 5 years of continuous City service.<br/>                     4- At least age 50 or received a CalPERS industrial disability as a result of employment with the City of Fremont</p> <p>The amount of medical premium reimbursement is based on total years of City service:<br/>                     0-5 years - \$0<br/>                     6-24 years - \$10/month per years of service<br/>                     25+ years - \$500/month</p> <p>Allowed to credit up to 10 years of service with other public agencies.</p> |               |  |   |   |   | <p><u>Employees hired prior to 7/1/07</u> and retiring within 120 days of separation will receive up to \$300/mo.</p> <p><u>Employees hired on or after 7/1/07</u> are eligible for medical reimbursement based on total years of service as provided in CFEA MOU.</p> | N/A   |
| <b>Annual General Leave</b>                   | 188 hours   | 204 hours     | <p><u>Non-Safety</u><br/>                     0-5 yrs = 128 hrs<br/>                     6-10 yrs = 152 hrs<br/>                     11-15 yrs = 164 hrs<br/>                     16+ yrs = 188 hrs</p> <p><u>Safety</u><br/>                     0-5 yrs = 108 hrs<br/>                     6-15 yrs = 132 hrs<br/>                     16+ yrs = 156 hrs</p> | 0-5 yrs = 108 hrs<br>6-15 yrs = 132 hrs<br>16+ yrs = 156 hrs                        | 0-5 yrs = 128 hrs<br>6-10 yrs = 152 hrs<br>11-15 yrs = 164 hrs<br>16+ yrs = 188 hrs | 0-5 yrs = 128 hrs<br>6-10 yrs = 152 hrs<br>11-15 yrs = 164 hrs<br>16+ yrs = 188 hrs | 0-5 yrs = 210 hrs<br>6-10 yrs = 234 hrs<br>11-15 yrs = 258 hrs<br>16+ yrs = 282 hrs  | N/A<br><br>Note: Sick leave is accrued based on FT hrs. |
| <b>Maximum General Leave</b>                  | None  | None          | 0-5 yrs = 347 hrs<br>6-10 yrs = 386 hrs<br>11-15 yrs = 426 hrs<br>16+ yrs = 465 hrs  | 0-5 yrs = 396 hrs<br>6-10 yrs = 432 hrs<br>11-15 yrs = 468 hrs<br>16+ yrs = 504 hrs | 0-5 yrs = 347 hrs<br>6-10 yrs = 386 hrs<br>11-15 yrs = 426 hrs<br>16+ yrs = 465 hrs | 0-5 yrs = 347 hrs<br>6-10 yrs = 386 hrs<br>11-15 yrs = 426 hrs<br>16+ yrs = 465 hrs | 1.5 x annual accrual; rollover maximum to sick leave bank is 520 hours   | N/A   |

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|--|-------------------------------|--|--|---|--|--|--|------------------------|
| <b>Leave Liquidation Program</b>                           | N/A                           | Quarterly payout of all hours over 250 | See FAME MOU   | See FPMA MOU                                    | See FAME MOU   | See FAME MOU                             | Must have 15+ years of service, and 75% of max accruable general leave at end of first pay period in May before start of new fiscal year. Maximum liquidation limit will be based on years of service. Paid out in a lump sum on the first scheduled payday in the following August. | N/A                    |
| <b>Management Leave (non-accruable annual use or lose)</b> | 124 hours                     | 124 hours                              | <u>Non-Safety</u><br>0-10 yrs = 112 hrs<br>11+ yrs = 124 hrs<br><br><u>Safety</u><br>0-10 yrs = 88 hrs<br>11-24 yrs = 112 hrs<br>24+ yrs = 112 hrs | 0-10 yrs = 80 hrs<br>11+ yrs = 104 hrs          | 0-10 yrs = 112 hrs<br>11+ yrs = 124 hrs  | 0-10 yrs = 112 hrs<br>11+ yrs = 124 hrs  | N/A  | N/A                    |
| <b>Floating Holiday (non-accruable annual use or lose)</b> | N/A                           | N/A                                    | <u>Non-Safety</u><br>8 hours<br><br><u>Safety</u><br>8 hours<br>(if not used, added to holiday bank)   | 8 hours<br>(if not used, added to holiday bank) | 8 hours  | 8 hours                                  | 8 hours  | N/A                    |
| <b>Holidays</b>  | 12 days paid                  | 12 days paid                           | <u>Non-Safety</u><br>12 days paid<br><br><u>Safety</u><br>96 hours with payout option  | 96 hours with payout option                     | 12 days paid   | 12 days paid                             | 12 days paid. Hours are pro-rated for employees on a modified/part-time schedule.  | N/A                    |
| <b>Bereavement Leave</b>                                   | 3 days                        |  |  |   |  |  |  |                        |
| <b>Personal Emergency Leave Bank</b>                       | Employee leave donation pool. |  |  |   |  |  |  |                        |
| <b>Union Dues</b>  | N/A                           | N/A                                    | \$15.00/mo.  | \$35.39/mo.                                     | N/A  | N/A                                      | N/A  | N/A                    |

**Note:** The Human Resources Department has prepared this Benefit Summary for use as a reference tool for staff and other agencies. The information has been compiled using current MOU information and is only a brief summary of benefits. Please see MOU's for further details. MOU's are posted on the City's intranet and internet sites. If there is any discrepancy between this document and the MOU's, the MOU's will prevail.

\* If the elected official does not enroll in the CalPERS retirement plan, then enrollment in the pre-tax Part Time Seasonal or Temporary (PST) alternative retirement plan is required. The PST retirement contribution rate is 7.50% of the salary.