

Represented Employees Benefit Summary

Updated 1-01-18

Contract Information for Represented Employees	Professional Engineers & Technicians (PETA)	City of Fremont Employee Association (CFEA)	Teamsters Local 856 Police Department Non-Sworn	Operating Engineers Local 3	Fire Safety IAFF Local 1689	Battalion Chiefs IAFF Local 1689	Fremont Police Association (FPA)
Contract Date	7/1/17 – 6/30/19	7/1/17 – 6/30/19	7/1/17 – 6/30/19	7/1/17 – 6/30/19	7/1/17 – 6/30/19	7/1/17 – 6/30/19	7/1/17 – 6/30/19
FY 2017-18 Employee Compensation (Effective 6/25/17)	Wage increase in the amount of 3%	Wage increase in the amount of 3% Refer to MOU for 2% equity adjustments (certain classes)	Wage increase in the amount of 5.5%	Wage increase in the amount of 3%	Wage increase in the amount of 3%	Wage increase in the amount of 3%	Wage increase in the amount of 3% Refer to MOU for classifications eligible to receive a total increase of 5.5%
FY 2018-19 Employee Compensation (Effective 6/24/18)	Wage increase in the amount of 3%	Refer to MOU for 2% equity adjustments (certain classes)	Wage increase in the amount of 3%	Wage increase in the amount of 3%	Wage increase in the amount of 3%	Wage increase in the amount of 3%	Wage increase in the amount of 3%
CalPERS Retirement for Employees hired before 4/8/12	2.5% @ 55	2.5% @ 55	2.5% @ 55	2.5% @ 55	3% @ 50	3% @ 50	3% @ 50
Final Compensation	Single Highest Year	Single Highest Year	Single Highest Year	Single Highest Year	Single Highest Year	Single Highest Year	Single Highest Year
Survivor Benefit	4 th Level	4 th Level	4 th Level	4 th Level	3 rd Level	3 rd Level	4 th Level
CalPERS Retirement for Classic Members hired after 4/8/12	2% @ 60	2% @ 60	2% @ 60	2% @ 60	3% @ 55	3% @ 55	3% @ 55
Final Compensation	Three Highest Years	Three Highest Years	Three Highest Years	Three Highest Years	Three Highest Years	Three Highest Years	Three Highest Years
Survivor Benefit	4 th Level	4 th Level	4 th Level	4 th Level	3 rd Level	3 rd Level	4 th Level
CalPERS Retirement for New Members hired on or after 1/1/13	2% @ 62	2% @ 62	2% @ 62	2% @ 62	2.7% @ 57	2.7% @ 57	2.7% @ 57
Final Compensation	Three Highest Years	Three Highest Years	Three Highest Years	Three Highest Years	Three Highest Years	Three Highest Years	Three Highest Years
Survivor Benefit	4 th Level	4 th Level	4 th Level	4 th Level	3 rd Level	3 rd Level	4 th Level
Employer Rate FY 17/18	9.658%	9.658%	9.658%	9.658%	14.095% - Classic 15.595% - New Members	14.095% - Classic 15.595% - New Members	14.095% - Classic 15.595% - New Members
CalPERS Employee Contribution for Employees hired before 4/8/12	8%	8%	8%	8%	12%	12%	12%
CalPERS Employee Contribution for Classic Members	7%	7%	7%	7%	12%	12%	12%
CalPERS Employee Contribution for New Members	6.25%	6.25%	6.25%	6.25%	12%	12%	12%

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Shoe Allowance	\$175 every two years	\$175 reimbursement for designated positions	N/A	\$225 annually (depending on class)	N/A	N/A	N/A
Tool & Gloves Allowance	N/A	N/A	N/A	<u>Tools</u> \$550 annually (depending on class) <u>Gloves</u> \$50 annually (depending on class)	N/A	N/A	N/A
Uniform Allowance	N/A	\$600 or \$750 annually (Refer to MOU for eligible classes)	\$550, \$650 or \$800 annually (depending on class)	Uniforms provided (depending on class)	\$700 annually	\$700 annually	\$1,750 annually
Vest Reimbursement	N/A	N/A	Initial vest provided to Community Service Officer. Reimbursement maximum \$800/every five years for replacement.	N/A	N/A	N/A	N/A
Training Pay	N/A	5% of base pay	5% of base pay	N/A	\$150/month	N/A	FTO – 5% of base pay
Educational Incentive Pay	N/A	N/A	N/A	N/A	Refer to MOU for details Grandfathered Plan <u>Level 1</u> \$29.54 bi-weekly <u>Level 2</u> \$59.08 bi-weekly <u>Level 3</u> \$100.62 bi-weekly New Plan (Effective 8/1/17) <u>Level 1</u> \$29.54 bi-weekly <u>Level 2</u>	Refer to MOU for details Grandfathered Plan <u>Level 1</u> \$29.54 bi-weekly <u>Level 2</u> \$59.08 bi-weekly <u>Level 3</u> \$100.62 bi-weekly New Plan (Effective 8/1/17) <u>Level 1</u> \$29.54 bi-weekly <u>Level 2</u>	<u>Level 1</u> 2.5% of base <u>Level 2</u> 5% of base <u>Longevity</u> Add'l 2.5% after 8 years

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					\$59.08 bi-weekly <u>Level 3</u> \$201.33 bi-weekly	\$59.08 bi-weekly <u>Level 3</u> \$201.33 bi-weekly	
Tuition Reimbursement	Available to FT non-probationary employees. \$3,000 max/ee per fiscal year for college/university courses. \$1,000 per employee per fiscal year for certification programs or CEUs. Total benefit not to exceed \$3,000/ee per fiscal year.	Available for use by regular CFEA members. The City will fund \$30,000 per fiscal year. Unexpended funds from one year shall be carried forward to the next year. Max reimbursement will be \$2,000 per employee per fiscal year not to exceed \$20,000 per employee during employment.	Available to non-probationary. The City will fund \$7,500 for each fiscal year. Unexpended funds from one year shall be carried forward to the next year. Max reimbursement will be \$1,500 per employee per fiscal year.	Available to non-probationary employees. \$600 per employee per fiscal year.	N/A	N/A	N/A
Stand-By Pay	Stand-by duty shall be paid at the straight hourly rate according to the following formula: - 1 hr for < 8 hrs on duty - 2 hrs for 8-16 hrs on duty - 3 hrs for 16-24 hrs on duty. If called to duty, paid at overtime rate and guaranteed a minimum of 2 hrs of work or pay.	N/A	N/A	N/A	N/A	N/A	\$150/week for investigators. All other assignments shall be compensated at one-half (1/2) of the regular rate of pay for each hour in standby status, and shall receive a minimum of 3 hours of compensation at that rate.
Court Pay	Off duty employees who appear in court in response to a subpoena as part of their normal work assignment shall be entitled to a	Off duty employees who appear in court in response to a subpoena as part of their normal work assignment shall be entitled to a	Off duty employees who appear in court in response to a subpoena as part of their normal work assignment shall be entitled to a	N/A	N/A	N/A	Four (4) hours at overtime rate.

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	minimum of four (4) hours of pay at time and a half.	minimum of four (4) hours of pay at time and a half.	minimum of four (4) hours of pay at time and a half.				
Specialty Pay	N/A	<p><u>Professional License</u> Counselors and Case Managers, who possess and maintain a license, as designated in the MOU, will receive \$300/mo. Pro-rated for modified part-time work schedule.</p> <p><u>Bilingual</u> \$150/month for designated positions</p>	<p><u>Administrative Assignment Pay</u> CSO class eligible for Administrative Assignment at 5% of base pay for a 40 hour work week assignment. Paid an additional 3.72% of base pay for the length of the 40 hour assignment.</p> <p><u>Crime Scene Specialist</u> 5% of base pay for term of assignment</p> <p><u>CSO/Traffic Assignment</u> 5% of base pay for term of assignment</p> <p><u>Bilingual</u> \$150/month for designated positions</p>	<p><u>Asphalt Paver/Grinder</u> 5% of base pay during paving season</p> <p><u>Control Systems</u> 10% of base pay</p> <p><u>Multi-Gang Mower or Irrigation</u> 5% of base pay</p> <p><u>HVAC or Electrical</u> 5% of base pay</p>	<p><u>Paramedic Certification</u> \$2,500 every two years</p> <p><u>Staff Assignment</u> 7.5% of base pay for a temporary 40 hour/week schedule</p> <p><u>Staff Captain</u> 17.5% of base pay for two year 40 hour/week assignment</p> <p><u>Tiller Assignment</u> \$0.625/hour</p> <p><u>EMT</u> 2.5% of base pay</p> <p><u>Paramedic Pay</u> 10% above step 5 Firefighter</p> <p><u>Paramedic Pay – Captain</u> 7.5% of base pay</p> <p><u>Special Operations Task Force</u> 7.5% of base pay (refer to MOU for additional details)</p> <p><u>On Call Fire Investigator</u> 3% of top step Firefighter</p>	<p><u>Staff Assignment</u> 17.5% of base pay for 40 hour schedule</p> <p><u>EMT</u> 2.5% of base pay</p>	<p><u>Specialist</u> 5% of base pay for specific assignments</p> <p><u>Administrative Officer</u> 10% of base pay</p> <p><u>Bilingual</u> \$150/month</p> <p><u>School Resource Officer</u> 5% of base pay</p>

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Acting Pay	Greater of first step of higher class or 5% with a 5 consecutive day minimum. Greater of bottom of salary range or 10% of base pay for acting in a management class with a 5 consecutive day minimum.	Greater of first step of higher class or 5% with a 5 consecutive day minimum. Greater of bottom of salary range or 10% of base pay for acting in a management class with a 5 consecutive day minimum.	Greater of first step of the higher class or 5%.	Greater of first step of the higher class or 5% with a 5 day minimum cumulatively over fiscal year, retroactive to the first day of service.	5% of base pay. Unit members who perform as an acting Battalion Chief for 30 or more consecutive calendar days will be paid at the first step of Battalion Chief classification or 5%, whichever is greater for the entire period of the assignment.	5% of base pay. In no event shall any person serving in an acting capacity be compensated for more than 24 hours of Acting Pay.	Greater of first step of higher class or 5% of base pay.
Call Back Pay	2 hours at overtime rate. Does not apply if called back to work within two (2) hours of regular start time.	2 hours at overtime rate. Does not apply if called back to work within two (2) hours of regular start time.	2 hours at overtime rate. Does not apply if called back to work within two (2) hours of regular start time or if scheduled to appear or return to training sessions/meetings.	If called back between the end of the regular shift and 11:59 p.m., will receive two (2) hours at overtime rate. If called back after 12:00 a.m., will receive three (3) hours overtime rate. If called back between 12:01am-11:15pm, during a regularly scheduled day off, will receive four (4) hours at overtime rate.	3 hours at overtime rate; 4 hours at overtime rate for Fire Investigators. Neither will apply if called back to work within two (2) hours of regular start time.	3 hours at overtime rate	Minimum payment equivalent to 3 hours of overtime pay.
Anniversary Bonus	N/A	One time \$500 bonus at the completion of 14 years and 19 years	One time \$500 bonus at the completion of 14 years and 19 years	One time \$500 bonus at the completion of 19 years	N/A	N/A	N/A

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Longevity Pay	N/A	N/A	N/A	N/A	<p><u>Hired before 1/1/16</u> 19 yrs = 1.8% of base pay 26 yrs = 5.8% of base pay 27 yrs = 3% of base pay 28 yrs = 1.4% of base pay</p> <p><u>Hired after 1/1/16</u> 19 yrs = 2.5% of base pay 24 yrs = 2.3% of base pay</p>	<p><u>Hired on or before 12/31/15</u> 19 yrs = 1.8% of base pay 26 yrs = 5.8% of base pay</p> <p><u>Hired on or after 1/1/16</u> 19 yrs = 2.5% of base pay 24 yrs = 2.3% of base pay</p>	<p><u>Hired before 7/1/15</u> 19 yrs = 2.5% of base pay 24 yrs = 2.3% of base pay 26 yrs = 4.6% of base pay 27 yrs = 2.3% of base pay 28 yrs = 1.2% of base pay</p> <p><u>Hired after 7/1/15</u> 19 yrs = 2.5% of base pay 24 yrs = 2.3% of base pay</p>
City Paid Health Benefits Allowance (HBA). Excess HBA over premium cost paid as taxable ABC Cash (cafeteria plan).	<p><u>Effective 1/1/17</u> \$1,998/mo.</p> <p><u>Effective 1/1/18</u> \$2,098/mo.</p> <p><u>Effective 1/1/19</u> \$2,198/mo.</p>	<p><u>Effective 1/1/17</u> \$1,981.95/mo.</p> <p><u>Effective 1/1/18</u> \$2,081.95/mo.</p> <p><u>Effective 1/1/19</u> \$2,181.95/mo.</p>	<p><u>Effective 1/1/17</u> \$1,922/mo.</p> <p><u>Effective 1/1/18</u> \$2,022/mo.</p> <p><u>Effective 1/1/19</u> \$2,122/mo.</p>	<p><u>Effective 1/1/17</u> EE only-\$1,021/mo. EE+1-\$1,845/mo. Family-\$2,357/mo.</p> <p><u>Effective 1/1/18</u> EE only-\$1,121/mo. EE+1-\$1,945/mo. Family-\$2,457/mo.</p> <p><u>Effective 1/1/19</u> EE only-\$1,221/mo. EE+1-\$2,045/mo. Family-\$2,557/mo.</p>	<p><u>Effective 1/1/17</u> \$1,980/mo.</p> <p><u>Effective 1/1/18</u> \$2,080/mo.</p> <p><u>Effective 1/1/19</u> \$2,180/mo.</p>	<p><u>Effective 1/1/17</u> \$1,980/mo.</p> <p><u>Effective 1/1/18</u> \$2,080/mo.</p> <p><u>Effective 1/1/19</u> \$2,180/mo.</p>	<p><u>Effective 1/1/17</u> \$1,980/mo.</p> <p><u>Effective 1/1/18</u> \$2,080/mo.</p> <p><u>Effective 1/1/19</u> \$2,180/mo.</p>
	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.	Ineligible for ABC cash if electing medical and/or dental. If employee waives, receives \$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.
Medical Plans	HMO or PPO plans provided by CalPERS. Premiums vary depending on plan and coverage	HMO or PPO plans provided by CalPERS. Premiums vary depending on plan and coverage	Coverage provided by Teamsters Local 856 Health & Welfare Trust.	HMO or PPO plans provided by CalPERS. Premiums vary depending on plan and coverage	HMO or PPO plans provided by CalPERS. Premiums vary depending on plan and coverage	HMO or PPO plans provided by CalPERS. Premiums vary depending on plan and coverage	HMO or PPO plans provided by CalPERS. Premiums vary depending on plan and coverage

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	levels.	levels.		levels.	levels.	levels.	levels.
Dental Plan (premiums effective 1/1/18 – 12/31/20)	Coverage provided through Delta Dental. EE only-\$38.70/mo. EE+1-\$72.20/mo. Family-\$123.70/mo.	Coverage provide through Delta Dental. Mandatory enrollment. \$117.50/mo. composite rate.	Coverage provided by Teamsters Local 856 Health & Welfare Trust.	Coverage provided through Operating Engineers. <u>Dental</u> EE only-\$66.00/mo. EE+1-\$133.00/mo. Family-\$179.00/mo. <u>Dental with ortho</u> EE only-\$78.00/mo. EE+1-\$145.00/mo. Family-\$191.00/mo.	Coverage provided through Delta Dental. \$128.50/mo. composite rate.	Coverage provided through Delta Dental. \$128.50/mo. composite rate.	Coverage provided through Delta Dental. \$101.50/mo. composite rate.
Vision Plan (premiums effective 1/1/18 – 12/31/20)	Two vision plans available through VSP Standard EE only-\$8.16/mo. EE+1-\$11.62/mo. Family- \$20.48/mo. High EE only-\$11.88/mo. EE+1-\$17.04/mo. Family-\$30.20/mo.	Two vision plans available through VSP Standard EE only-\$8.16/mo. EE+1-\$11.62/mo. Family- \$20.48/mo. High EE only-\$11.88/mo. EE+1-\$17.04/mo. Family-\$30.20/mo.	Coverage provided by Teamsters Local 856 Health & Welfare Trust.	Coverage provided through Operating Engineers. EE only-\$9.00/mo. EE+1-\$18.00/mo. Family- \$24.00/mo.	Provided through association	Provided through association	Provided through association
Employee Assistance Plan (premiums effective 7/1/15 – 6/30/18)	\$4.34/mo.						
City Paid							
Basic Life / Accidental Death & Dismemberment (AD&D) Insurance (premiums effective 1/1/18 – 12/31/20)	Basic Life Insurance \$50,000 coverage \$4.35/month \$1,500 dependent coverage \$0.36/month						
City Paid	AD&D Insurance \$1.30/month						

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Supplemental Life Insurance – Voluntary \$10,000 - \$300,000; employee, spouse & family coverage available Employee Paid	Premium varies by volume and type of coverage						
AD&D Insurance – Voluntary, amounts vary; employee, spouse & family coverage available Employee Paid	Premium varies by volume and type of coverage						
Short Term Disability Insurance – Voluntary Premium - \$0.221/\$100 of base salary Employee Paid (after-tax deduction)	Calculated at 66.67% of employee's monthly salary to a maximum benefit of \$2,500/week.				N/A	N/A	N/A
Long Term Disability Insurance City Paid	Calculated at 66.67% of employee's monthly salary to a maximum benefit of \$10,000/month. Premium - \$0.551/\$100 of base salary.				City contributes \$24.50 per employee per month toward LTD trust maintained by Union.	City contributes \$24.50 per employee per month toward LTD trust maintained by Union.	City contributes \$57.16 per employee per month to CLEA for LTD benefits.

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<p>Retiree Medical Reimbursement</p>	<p><u>Employees hired prior to 7/1/06</u> and retiring within 120 days of separation from the City will receive \$300/mo.</p> <p><u>Employees hired on or after 07/01/06</u>, will be eligible for medical reimbursement based on total years of service as provided in MOU.</p>	<p><u>Employees hired prior to 07/01/07</u> and retiring during term of MOU within 120 days of separation from the City will receive up to \$300/mo.</p> <p><u>Employees hired on or after 07/01/07</u> are eligible for medical reimbursement based on total years of service as provided in MOU.</p>	<p><u>Retiring on or after 07/01/07</u>, will be eligible for max \$300 reimbursement if vested with CalPERS, has completed at least five (5) years of continuous service and is at least age 50 or has received a CalPERS industrial disability retirement. Actual amount of reimbursement is based on total years of City service as provided in MOU.</p>	<p><u>Employees hired on or after 01/01/06</u> will be eligible for medical premium reimbursement if retiring from City within 120 days of separation, vested with CalPERS, completed at least five (5) years of continuous service with the City and is at least age 50 or retired under a CalPERS disability retirement. Actual amount of reimbursement is based on total years of City service as provided in MOU.</p>	<p><u>Retired on or after 11/02/99</u>:</p> <p><u>0-24 years of service</u> - will receive \$10/mo. for each year completed.</p> <p><u>25+ years of service</u> - reimbursement will equal Kaiser California Health Plan premium for 2-party in effect at the date of retirement or \$500/mo., if hired after 1/1/12. Will be eligible for reimbursement if retiring from the City within 120 days of separation, vested with CalPERS, completed at least five (5) years of continuous service with the City and be at least age 50 or retired under a CalPERS industrial disability.</p>	<p><u>Employees hired on or before 12/31/11</u> receive \$10/mo. for each year of completed service.</p> <p><u>25+ years of service</u> - reimbursement will equal Kaiser California Health Plan premium for 2-party in effect at the date of retirement or \$500/mo., if hired after 1/1/12. Will be eligible for reimbursement if retiring from the City within 120 days of separation, vested with CalPERS, completed at least five (5) years of continuous service with the City and be at least age 50 or retired under a CalPERS industrial disability.</p>	<p><u>Retired on or after 08/01/99</u> will receive medical reimbursement based on total years of City service as provided in MOU. To be eligible for retiree medical reimbursement the employee must retire from the City within 120 days of separation.</p>
					<p>Surviving Spouse- 10-14 yrs = \$90/mo 15 yrs = \$97.50/mo 16+ yrs = \$100/mo</p>	<p>Surviving Spouse- 10-14 yrs = \$90/mo 15 yrs = \$97.50/mo 16+ yrs = \$100/mo</p>	
					<p>Can receive up to 10 years of service credit for work with other fire agencies.</p>	<p>Can receive up to 10 years of service credit for work with other fire agencies.</p>	<p>Can receive up to 10 years of service credit for work with other law enforcement</p>

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							agencies.
Vacation Accrual	N/A	N/A	N/A	N/A	<p><i>Hired on or before 12/31/15 and who have not elected the new longevity plan:</i> <u>56 Hour Schedule</u> 1-5 yrs = 158 hrs 6-10 yrs = 204 hrs 11-15 yrs = 250 hrs 16-20 yrs = 283 hrs 21-26 yrs = 295 hrs 27 yrs = 127 hrs 28 yrs = 41 hrs 29+ yrs = 0 hrs</p> <p><i>Hired on or after 1/1/16 and hired on or before 12/31/15 who elected the new longevity plan:</i> <u>56 Hour Schedule</u> 1-5 yrs = 158 hrs 6-10 yrs = 204 hrs 11-15 yrs = 250 hrs 16-20 yrs = 283 hrs 21+ yrs = 295 hrs</p> <p>(Refer to MOU for 40 hr schedule)</p>	<p><i>Hired on or before 12/31/15 and who have not elected the new longevity plan:</i> <u>56 Hour Schedule</u> 1-5 yrs = 158 hrs 6-10 yrs = 204 hrs 11-15 yrs = 250 hrs 16-20 yrs = 283 hrs 21-26 yrs = 295 hrs 27+ yrs = 127 hrs</p> <p><i>Hired on or after 1/1/16 and hired on or before 12/31/15 who elected the new longevity plan:</i> <u>56 Hour Schedule</u> 1-5 yrs = 158 hrs 6-10 yrs = 204 hrs 11-15 yrs = 250 hrs 16-20 yrs = 283 hrs 21+ yrs = 295 hrs</p> <p>(Refer to MOU for 40 hr schedule)</p>	<p><i>Hired on or before 7/1/15:</i> 0-9 yrs = 120 hrs 10 yrs = 150 hrs 11-14 yrs = 176 hrs 15-26 yrs = 200 hrs 27 yrs = 104 hrs 28 yrs = 56 hrs 29+ yrs = 32 hrs</p> <p><i>Hired on or after 7/1/15:</i> 0-9 yrs = 120 hrs 10 yrs = 150 hrs 11-15 = 176 hrs 15+ = 200 hrs</p>
Sick Leave Accrual	N/A	N/A	N/A	N/A	<p>12 hrs./mo. for employee assigned to a 56 hour schedule.</p> <p>8.57 hrs./mo. for employee assigned to a 40 hour schedule.</p>	<p>12 hrs./mo. for employee assigned to a 56 hour schedule.</p> <p>8.57 hrs./mo. for employee assigned to a 40 hour schedule.</p>	<p>8 hrs./mo.</p> <p>4 hrs./mo. after 24+ years of service</p>
Annual General Leave (vacation, sick leave, and personal leave)	0-5 yrs = 192 hrs 6-10 yrs = 216 hrs 11-15 yrs = 240 hrs 15+ yrs = 264 hrs	0-5 yrs = 192 hrs 6-10 yrs = 216 hrs 11-15 yrs = 240 hrs 15+ yrs = 264 hrs	0-5 yrs = 192 hrs 6-10 yrs = 216 hrs 11-15 yrs = 240 hrs 16+ yrs = 264 hrs	0-5 yrs = 192 hrs 6-10 yrs = 216 hrs 11-15 yrs = 240 hrs 16+ yrs = 264 hrs	N/A	N/A	N/A

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Maximum Accruals (excess hours roll over to a sick leave bank)	1.5 x annual accrual; rollover maximum to sick leave bank is 520 hours	1.5 x annual accrual; rollover maximum to sick leave bank is 520 hours	1.5 x annual accrual; rollover maximum to sick leave bank is 300 hours	1.5 x annual accrual; rollover maximum to sick leave bank is 350 hours	2 x annual accrual	2 x annual accrual	3 x annual accrual; rollover maximum is 1,040 hours
Leave Liquidation Program	Must have 19+ 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.	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.	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.	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. Can liquidate 40 or 60 hours depending on years of service. 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.	Employees who have 75% of their max accruable leave, may liquidate a portion of their accrued vacation at the base hourly rate. Amount is dependent on continuous years of service. Payment will be processed on the second pay check of the month following quarterly deadline.	Employees who have 75% of their max accruable leave, may liquidate a portion of their accrued vacation at the base hourly rate. Amount is dependent on continuous years of service. Payment will be processed on the second pay check of the month following quarterly deadline.	Each fiscal year leave accrued above the maximum accruable limit is liquidated up to the following hours based on years of service. 1-10 yrs = 40 hrs 11+ yrs = 60 hrs
Sick Leave Incentive Program	N/A	N/A	N/A	N/A	See MOU for details	See MOU for details	See MOU for details
Floating Holiday (non-accruable, granted annually, use or lose)	8 hours per fiscal year	N/A	N/A	8 hours per fiscal year (if not used added to holiday bank)			
Holidays	12 paid 8 hour days. Hours are pro-rated for employees on a modified/part-time schedule.	12 paid 8 hour days. Hours are pro-rated for employees on a modified/part-time schedule. A bank or bi-weekly payments of holiday hours is available based on classification.	12 paid 8 hour days. Hours are pro-rated for employees on a modified/part-time schedule. A bank or bi-weekly payments of holiday hours is available.	12 paid 8 hour days. Hours are pro-rated for employees on a modified/part-time schedule.	144 hours per fiscal year	144 hours per fiscal year	96 hours per fiscal year

Represented Employees Benefit Summary

Updated 1-01-18

Contract Information for Represented Employees	Professional Engineers & Technicians (PETA)	City of Fremont Employee Association (CFEA)	Teamsters Local 856 Police Department Non-Sworn	Operating Engineers Local 3	Fire Safety IAFF Local 1689	Battalion Chiefs IAFF Local 1689	Fremont Police Association (FPA)
Bereavement Leave	3 work days	3 work days	3 work days	3 work days	3 shifts for 56 hour schedule or 5 workdays for 40 hour schedule	3 shifts for 56 hour schedule or 5 workdays for 40 hour schedule	Up to 5 days for 40 hour schedule; 4 days for 4-10 or 4-11 schedule
Personal Emergency Leave Bank	Employee leave donation pool. Review MOU for details.						N/A
Union Dues	\$5.00/mo.	0.8% of base pay	\$67.00/mo.	\$62.00/mo.	\$211.32/mo.	\$211.32/mo.	\$148.46/mo.

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.