

Management/Unrepresented Employees Benefit Summary

Updated 11-29-16

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
Contract Date	N/A	N/A	7/1/15 – 6/30/17	7/1/15 – 6/30/17	N/A	N/A	N/A	N/A
FY 2016-17 Employee Compensation (effective 6/26/16)	Wage increase in the amount of 3%	Wage increase in the amount of 3%	<u>Non-Safety</u> Wage increase in the amount of 3% <u>Safety</u> 3.5%	Wage increase in the amount of 2.5%	Wage increase in the amount of 3%	Wage increase in the amount of 3%	Wage increase in the amount of 3%	Mayor - \$3,500/month Council Members - \$1,970/month
CalPERS Retirement for Employees hired before 4/8/12	2.5% @ 55	2.5% @ 55	<u>Non-Safety</u> 2.5% @ 55 <u>Safety</u> 3% @ 50	3% @ 50	2.5% @ 55	2.5% @ 55	2.5% @ 55	2.5% @ 55 *(optional membership)
Final Compensation	Single Highest Year	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	<u>Non-Safety</u> 4 th Level <u>Safety</u> 3 rd Level	4 th Level	4 th Level	4 th Level	4 th Level	4 th Level
CalPERS Retirement for Classic Members hired after 4/8/12	2% @ 60	2% @ 60	<u>Non-Safety</u> 2% @ 60 <u>Safety</u> 3% @ 55	3% @ 55	2% @ 60	2% @ 60	2% @ 60	2% @ 60 *(optional membership)
Final Compensation	Three Highest Years	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	<u>Non-Safety</u> 4 th Level <u>Safety</u> 3 rd Level	4 th Level	4 th Level	4 th Level	4 th Level	4 th Level
CalPERS Retirement for New Members hired on or after 1/1/13	2% @ 62	2% @ 62	<u>Non-Safety</u> 2% @ 62 <u>Safety</u> 2.7% @ 57	2.7% @ 57	2% @ 62	2% @ 62	2% @ 62	2% @ 62 *(optional membership)
Final Compensation	Three Highest Years	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	<u>Non-Safety</u> 4 th Level <u>Safety</u> 3 rd Level	4 th Level	4 th Level	4 th Level	4 th Level	4 th Level

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Employer Rate FY 16/17	27.291%	27.291%	<u>Non-Safety</u> 27.291% <u>Safety</u> 44.037% - Classic 45.537% - PEPRRA	44.037% - Classic 45.537% - PEPRRA	27.291%	27.291%	27.291%	27.291%
CalPERS Employee Contribution for Employees hired before 4/8/12	8%	8%	<u>Non-Safety</u> 8% <u>Safety</u> 12%	12%	<u>Non-Safety</u> 8% <u>Police Chief</u> 12% <u>Fire Chief</u> 12%	8%	8%	8% *(If CalPERS membership is elected)
CalPERS Employee Contribution for Classic Members	7%	7%	<u>Non-Safety</u> 7% <u>Safety</u> 12%	12%	<u>Non-Safety</u> 7% <u>Police Chief</u> 12% <u>Fire Chief</u> 12%	7%	7%	7% *(If CalPERS membership is elected)
CalPERS Employee Contribution for New Members	6.25%	6.25%	<u>Non-Safety</u> 6.25% <u>Safety</u> 10.50%	12%	<u>Non-Safety</u> 6.25% <u>Police Chief</u> 10.50% <u>Fire Chief</u> 10.50%	6.25%	6.25%	*6.25% (If CalPERS membership is elected)
Deferred Compensation	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
City Contribution to 401(a)	2% of base salary + \$11,344 annually	3.4% of base salary	<u>Non-Safety</u> 2% of base salary <u>Safety</u> N/A	N/A	2% of base salary	2% of base salary	N/A	N/A
Uniform Allowance (paid annually)	N/A	N/A	Fire Managers – \$1,000	\$1,500	Police Chief - \$1,500 Fire Chief - \$1,000	N/A	N/A	N/A

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Longevity Pay	N/A	N/A	<u>Non-Safety</u> N/A <u>Safety</u> 24 years – additional 2.3% of base pay	24 years – additional 2.3% of base pay	N/A	N/A	N/A	N/A
Acting Pay	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. Greater of bottom of salary range or 10% of base pay for acting in a management class with a 5 day minimum.	N/A
Call Back Pay	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
Anniversary Bonus	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
Management Incentive Pay	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
Educational Incentive Pay	N/A	N/A	N/A	5% of base salary	N/A	N/A	N/A	N/A
Bilingual Pay	N/A	N/A	N/A	N/A	N/A	N/A	\$150/month for designated positions	N/A

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Tuition Reimbursement	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
City Paid Health Benefits Allowance (HBA). Excess HBA over premium cost paid as taxable ABC Cash (cafeteria plan).	<i>Effective 1/1/16</i> 1,930.13/mo.						<i>Effective 1/1/16</i> \$1,831.95/mo.	\$450.00/month
	<i>Effective 1/1/17</i> \$2,030.13/mo.						<i>Effective 1/1/17</i> \$1,981.95/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.
Medical Plans	HMO or PPO plans provided by CalPERS. Premiums vary depending on plan and coverage levels.							
Dental Plan (premiums effective 1/1/17)	Coverage provided through Delta Dental: EE only-\$42.00/mo. EE+1-\$78.40/mo. Family-\$134.40/mo.						Coverage provided through Delta Dental. Mandatory enrollment. \$127.60/mo. composite rate	Coverage provided through Delta Dental: EE only-\$42.00/mo. EE+1-\$78.40/mo. Family-\$134.40/mo.
Vision Plan (premiums effective 1/1/17)	<p style="text-align: center;">VSP Standard Plan EE only-\$8.16/mo. EE+1-\$11.62/mo. Family- \$20.48/mo.</p> <p style="text-align: center;">VSP High Plan EE only-\$11.88/mo. EE+1-\$17.04/mo. Family-\$30.20/mo.</p>							

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Employee Assistance Plan (premiums effective 7/1/15 – 6/30/18) City Paid	\$4.34/mo.								
Basic Life / Accidental Death and Dismemberment (AD&D) Insurance (premiums effective 1/1/15 – 12/31/17) City Paid	Basic Life \$250,000 coverage \$21.00/month \$1,500 dependent coverage \$0.35/month AD&D \$6.25/month	Basic Life \$100,000 coverage \$8.40/month \$1,500 dependent coverage \$0.35/month AD&D \$2.50/month				Basic Life \$50,000 coverage \$4.20/month \$1,500 dependent coverage \$0.35/month AD&D \$1.25/month	Basic Life \$50,000 coverage \$4.20/month \$1,500 dependent coverage \$0.35/month AD&D \$1.25/month		
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	

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Long Term Disability Insurance	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
City Paid								
Retiree Medical Reimbursement	<p><u>Retired on or after 7/1/01 with 20+ years of service:</u> 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> Kaiser two party premium rate in effect on date of retirement</p> <p><u>Hired on or after 7/1/07:</u> 0-5 years - \$0 6-9 years - \$200/month 10-19 years - \$225/month 20-24 years – Kaiser single premium rate on date of retirement 25+ years – Kaiser two party premium rate on date of retirement</p> <p><u>Hired on or after 1/1/12:</u> The following criteria applies: 1- Retire from the City within 120 days of separation. 2- Vested with CalPERS. 3- Completed at least 5 years of continuous City service. 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: 0-5 years - \$0 6-24 years - \$10/month per years of service 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
Annual General Leave	188 hours	204 hours	<p><u>Non-Safety</u> 0-5 yrs = 128 hrs 6-10 yrs = 152 hrs 11-15 yrs = 164 hrs 16+ yrs = 188 hrs</p> <p><u>Safety</u> 0-5 yrs = 108 hrs 6-15 yrs = 132 hrs 16+ yrs = 156 hrs</p>	0-5 yrs = 108 hrs 6-15 yrs = 132 hrs 16+ yrs = 156 hrs	0-5 yrs = 128 hrs 6-10 yrs = 152 hrs 11-15 yrs = 164 hrs 16+ yrs = 188 hrs	0-5 yrs = 128 hrs 6-10 yrs = 152 hrs 11-15 yrs = 164 hrs 16+ yrs = 188 hrs	0-5 yrs = 210 hrs 6-10 yrs = 234 hrs 11-15 yrs = 258 hrs 16+ yrs = 282 hrs	N/A Note: Sick leave is accrued based on FT hrs.

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Maximum General Leave	None	None	0-5 yrs = 347 hrs 6-10 yrs = 386 hrs 11-15 yrs = 426 hrs 16+ yrs = 465 hrs	0-5 yrs = 396 hrs 6-10 yrs = 432 hrs 11-15 yrs = 468 hrs 16+ yrs = 504 hrs	0-5 yrs = 347 hrs 6-10 yrs = 386 hrs 11-15 yrs = 426 hrs 16+ yrs = 465 hrs	0-5 yrs = 347 hrs 6-10 yrs = 386 hrs 11-15 yrs = 426 hrs 16+ yrs = 465 hrs	1.5 x annual accrual; rollover maximum to sick leave bank is 520 hours	N/A
Leave Liquidation Program	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
Management Leave (non-accruable annual use or lose)	124 hours	124 hours	<u>Non-Safety</u> 0-10 yrs = 112 hrs 11+ yrs = 124 hrs <u>Safety</u> 0-10 yrs = 88 hrs 11-24 yrs = 112 hrs 24+ yrs = 64 hrs	0-10 yrs = 80 hrs 11+ yrs = 104 hrs	0-10 yrs = 112 hrs 11+ yrs = 124 hrs	0-10 yrs = 112 hrs 11+ yrs = 124 hrs	N/A	N/A
Floating Holiday (non-accruable annual use or lose)	N/A	N/A	<u>Non-Safety</u> 8 hours <u>Safety</u> 8 hours (if not used, added to holiday bank)	8 hours (if not used, added to holiday bank)	8 hours	8 hours	8 hours	N/A
Holidays	12 days paid	12 days paid	<u>Non-Safety</u> 12 days paid <u>Safety</u> 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
Bereavement Leave	3 days							
Personal Emergency Leave Bank	Employee leave donation pool.							
Union Dues	N/A	N/A	\$15.00/mo.	\$35.39/mo.	N/A	N/A	N/A	N/A

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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.