

	Police	Fire	Public Safety Mid Management	Miscellaneous	Mid-Management	Management
<b>Contract Date</b>	January 1, 2022 through December 31, 2025	January 1, 2022 through December 31, 2025	January 1, 2022 through December 31, 2025	January 1, 2022 through December 31, 2024	January 1, 2022 through December 31, 2025	January 1, 2022 through December 31, 2025
<b>CalPERS Formulas</b>	<b>NON-SAFETY</b> CLASSIC 2.7% @ 55 PEPRA 2% @ 62 <b>SAFETY</b> CLASSIC 3% @ 50 PEPRA 2.7% @ 57	<b>NON-SAFETY</b> CLASSIC 2.7% @ 55 PEPRA 2% @ 62 <b>SAFETY</b> CLASSIC 3% @ 50 PEPRA 2.7% @ 57	<b>CLASSIC</b> 3% @ 50 <b>PEPRA</b> 2.7% @ 57	<b>CLASSIC</b> 2.7% @ 55 <b>PEPRA</b> 2% @ 62	<b>CLASSIC</b> 2.7% @ 55 <b>PEPRA</b> 2% @ 62	<b>NON-SAFETY</b> CLASSIC 2.7% @ 55 PEPRA 2% @ 62 <b>SAFETY</b> CLASSIC 3% @ 50 PEPRA 2.7% @ 57
<b>CalPERS Contribution Percentages (effective July 1, 2020)</b>	<b>CLASSIC</b> City 23.75%   EE 9% <b>PEPRA</b> City 12.78%   EE 13%	<b>CLASSIC</b> City 23.75%   EE 9% <b>PEPRA</b> City 12.78%   EE 13%	<b>CLASSIC</b> City 23.75%   EE 9% <b>PEPRA</b> City 12.78%   EE 13%	<b>CLASSIC</b> City 10.84%   EE 8% <b>PEPRA</b> City 10.84%   EE 6.25%	<b>CLASSIC</b> City 10.84%   EE 8% <b>PEPRA</b> City 10.84%   EE 6.25%	<b>NON-SAFETY</b> CLASSIC City 10.84%   EE 8% PEPRA City 10.84%   EE 6.25% <b>SAFETY</b> CLASSIC City 23.75%   EE 9% PEPRA City 13.00%   EE 13%
<b>Sick Leave Pay Out (Retirement, Death, Position Abolition)</b>	<b>CASH</b> <b>+20 years</b> = Lesser of 50% Balance or 600 hours <b>&lt;20 years</b> = Lesser of 50% Balance or 480 hours	<b>VEBA</b> <b>+20 years + Comp, Plus</b> <b>+20 years</b> = Lesser of 50% Balance or 864 hours <b>&lt;20 years</b> = Lesser of 50% Balance or 720 hours	<b>CASH</b> <b>+20 years</b> = Lesser of 50% Balance or 800 hours <b>&lt;20 years</b> = Lesser of 50% Balance or 600 hours	<b>VEBA</b> <b>+20 years</b> = Lesser of 50% Balance or 600 hours <b>&lt;20 years</b> = Lesser of 50% Balance or 480 hours	<b>VEBA</b> <b>+20 years</b> = Lesser of 50% Balance or 600 hours <b>&lt;20 years</b> = Lesser of 50% Balance or 600 hours	<b>CASH</b> <b>+20 years</b> = Lesser of 50% Balance or 800 hours <b>&lt;20 years</b> = Lesser of 50% Balance or 600 hours
<b>Sick Leave Service Credit Conversion</b>	(Sworn only) Remaining sick leave hours converted to 8-hour days as service credit	(Sworn only) Remaining sick leave hours converted to 8-hour days as service credit	(Sworn only) Remaining sick leave hours converted to 8-hour days as service credit	X	X	X
<b>Medical/Vision/Dental/Prescription Insurance (Monthly Cost)</b>						
<b>\$10/\$20 Prescription Co-Pay Plan</b>						
<b>Employee only</b>	City Pays \$2371.50 Employee Pays \$283.50	City Pays \$2371.50 Employee Pays \$283.50	City Pays \$2371.50 Employee Pays \$283.50	City Pays \$2371.50 Employee Pays \$283.50	City Pays \$2371.50 Employee Pays \$283.50	City Pays \$2371.50 Employee Pays \$283.50
<b>Employee + Family</b>	City Pays \$2341.62 Employee Pays \$313.38	City Pays \$2341.62 Employee Pays \$313.38	City Pays \$2341.62 Employee Pays \$313.38	City Pays \$2341.62 Employee Pays \$313.38	City Pays \$2341.62 Employee Pays \$313.38	City Pays \$2341.62 Employee Pays \$313.38
<b>100% Prescription Coverage Plan</b>						
<b>Employee only</b>	City Pays \$2490.75 Employee Pays \$323.25	City Pays \$2490.75 Employee Pays \$323.25	City Pays \$2490.75 Employee Pays \$323.25	City Pays \$2490.75 Employee Pays \$323.25	City Pays \$2490.75 Employee Pays \$323.25	City Pays \$2490.75 Employee Pays \$323.25
<b>Employee + Family</b>	City Pays \$2460.87 Employee Pays \$353.13	City Pays \$2460.87 Employee Pays \$353.13	City Pays \$2460.87 Employee Pays \$353.13	City Pays \$2460.87 Employee Pays \$353.13	City Pays \$2460.87 Employee Pays \$353.13	City Pays \$2460.87 Employee Pays \$353.13
<b>Opt-Out Benefit</b>						
	City Pays \$984.90 Employee Gets \$422.10	City Pays \$984.90 Employee Gets \$422.10	City Pays \$984.90 Employee Gets \$422.10	City Pays \$984.90 Employee Gets \$422.10	City Pays \$984.90 Employee Gets \$422.10	City Pays \$984.90 Employee Gets \$422.10
<b>Worker's Compensation Insurance</b>	Employee cost: \$0	Employee cost: \$0	Employee cost: \$0	Employee cost: \$0	Employee cost: \$0	Employee cost: \$0
<b>Life Insurance + AD&amp;D</b>	City cost: \$0.114/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)	City cost: \$0.114/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)	City cost: \$0.114/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)	City cost: \$0.114/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)	City cost: \$0.114/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)	City cost: \$0.114/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)
<b>LTD Insurance</b>	City cost: 0.423% per \$100 of 66.7% benefit (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period (minimum of \$100; maximum of \$12,000)	City cost: 0.423% per \$100 of 66.7% benefit (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period (minimum of \$100; maximum of \$12,000)	City cost: 0.423% per \$100 of 66.7% benefit (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period (minimum of \$100; maximum of \$12,000)	City cost: 0.423% per \$100 of 66.7% benefit (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period (minimum of \$100; maximum of \$12,000)	City cost: 0.423% per \$100 of 66.7% benefit (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period (minimum of \$100; maximum of \$12,000)	City cost: 0.423% per \$100 of 66.7% benefit (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period (minimum of \$100; maximum of \$12,000)
<b>Medicare Tax</b>	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
<b>Social Security Tax</b>	\$0	\$0	\$0	\$0	\$0	\$0
<b>Time Off</b>						
<b>Vacation</b>	10-23 days	56-hr: 6 - 11.33 shifts/year or 144 - 272 hrs/year 40-hr: 96 - 181 hrs/year	56-hr: 6 - 11.33 shifts/year or 144 - 272 hrs/year 40-hr: 80 - 184 hrs/year	10-23 days	10-23 days	10-23 days Annual Buyout 160 hours
<b>Sick Leave</b>	12 days	56-hr: 144 hrs/year 40-hr: 96 hrs/year	56-hr: 144 hrs/year 40-hr: 96 hrs/year	12 days	12 days	12 days
<b>Holidays</b>	14.5 days	56-hr: 7.27 shifts/year (174.48 hrs/year) paid 40-hr: 14.5 days/year (116 hrs/year) paid	56-hr: 7.27 shifts/year (174.48 hrs/year) paid 40-hr: 14.5 days/year paid	14.5 days	14.5 days	14.5 days
<b>Management Leave</b>	0	0	Police Lieutenant 80 hours Police Captain 80 hours Unlimited Annual Buyout	0	80 hours Annual Buyout 80 hours	100 hours Unlimited Annual Buyout
<b>Other Benefits</b>						
<b>Deferred Compensation Program</b>	No City contribution	No City contribution	No City contribution	City contributes a matching amount of up to \$300 per year calculated on biweekly basis	City matches up to 0.5% of employee's salary on biweekly basis	City matches up to 1% of employee's salary on biweekly basis
<b>Personal and Professional Spending Account</b>	\$0	\$0	\$0 (unless otherwise approved in City budget)	\$0	\$500 per fiscal year	\$2000 per fiscal year Effective 01/01/2020 (Retroactive)
<b>Vehicle allowance</b>	\$0	\$0	\$0	\$0	\$0	\$450 per month or City Vehicle
<b>Tuition Reimbursement</b>	100% up to San Francisco State University tuition rate (Employees hired after 03/13/2018 MOU Ratification: 100% up to SFSU part-time tuition rate)	\$75/semester unit to a max of \$1,800/year over consecutive 12 month period	100% up to San Francisco State University <b>part-time</b> tuition rate	100% up to San Francisco State University <b>part-time</b> tuition rate	100% up to San Francisco State University <b>part-time</b> tuition rate	100% up to San Francisco State University <b>part-time</b> tuition rate
<b>Certificate/Education Incentive Pay</b>	<b>Sworn</b> 4% POST Intermediate 8.5% POST Intermediate and Advanced  <b>All</b> 3% AA/AS 6% BA/BS  <b>8.5% max</b>	4% BA/BS 6% MA/MS Related Fire Certs (see MOU) = 1 to 3.5%  <b>7.5% max</b>	<b>Police Sergeant Only</b> 4% POST Intermediate (with or without AA/AS) 7% POST Advanced (with or without AA/AS) 3% AA/AS 6% BA/BS 8.5% BA/BS with POST Advanced  <b>8.5% max</b>	<b>WATER DIVISION During Water Reorganization:</b> 1% per grade, 6% max with Water Treatment Operator's Certificate and/or Waster Distribution Certificate <b>WASTEWATER + STREETS &amp; STORMWATER DIVISION</b> <b>MAX 6%</b> - Up to 3% CWEA and 4% Water Distribution/Treatment Certificates. <b>APPLICATOR SPRAY CERTIFICATION</b> \$50/month for employees assigned to spraying duties <b>CABLE ACSR III</b> 2.5% cable replacement incentives  2.5% of salary Effective 7/1/2017, new employees receiving benefit must be certified as using language skill in course of job duties	None	None
<b>Bilingual Incentive Pay</b>	2.5% of salary	2.5% of salary	2.5% of salary	2.5% of salary Effective 7/1/2017, new employees receiving benefit must be certified as using language skill in course of job duties	2.5% of salary Effective 7/1/2017, new employees receiving benefit must be certified as using language skill in course of job duties	\$140 per month
<b>Uniform Allowance</b>	\$950/year	\$850/year	\$950/year	\$0	\$0	Police and Fire ONLY: \$950/year
<b>Employee Home Loan Assistance Program</b>	Lower of up to \$140,000 or 20% of home's purchase price	Lower of up to \$140,000 or 20% of home's purchase price	Lower of up to \$140,000 or 20% of home's purchase price	Lower of up to \$140,000 or 20% of home's purchase price	Lower of up to \$140,000 or 20% of home's purchase price	Lower of up to \$140,000 or 20% of home's purchase price
<b>Employee Assistance Program (EAP)</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>Flexible Spending Plan</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>Credit Union</b>	Yes	Yes	Yes	Yes	Yes	Yes