

**Town of Corte Madera
Summary of Employee Benefits – 2018**

BENEFITS CATEGORIES	Corte Madera SEIU	Corte Madera Mid Management	Corte Madera Department Heads	Corte Madera Battalion Chiefs	Corte Madera Fire (IAFF)
M.O.U. Effective Date	7/02/2018 – 7/4/2021	7/02/2018 – 7/4/2021	7/02/2018 – 7/4/2021	7/02/2018 – 6/30/2020	7/02/2018 – 6/30/2020
Compensation –Increases scheduled during the Term of the Resolution	- First Pay Period after 7/1/2018: 2% Salary Increase - First Pay Period after 7/1/2019: 3% Salary Increase - First Pay Period after 7/1/2020: 3% Salary Increase	- First Pay Period after 7/1/2018: 3% Salary Increase - First Pay Period after 7/1/2019: 3% Salary Increase - First Pay Period after 7/1/2020: 2% Salary Increase	- First Pay Period after 7/1/2018: 3% Salary Increase - First Pay Period after 7/1/2019: 3% Salary Increase - First Pay Period after 7/1/2020: 2% Salary Increase	- First Pay Period after 7/1/2018: 5% Salary Increase - First Pay Period after 7/1/2019: 2% Salary Increase	- First Pay Period after 7/1/2018: 3% Salary Increase - First Pay Period after 7/1/2019: 2% Salary Increase
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 max of Kaiser Bay Area rate according to dependency status. EE enrolling in plan w. higher premium pays diff via pre-tax payroll deduction. <u>2018 Contribution</u> EE only - \$ 779.86/mo. EE + 1 - \$1,559.72/mo. EE + F - \$2,027.64/mo.	Employer contributes max of Kaiser Bay Area rate according to dependency status. EE enrolling in plan w. higher premium pays diff via pre-tax payroll deduction. <u>2018 Contribution</u> EE only - \$ 779.86/mo. EE + 1 - \$1,559.72/mo. EE + F - \$2,027.64/mo.	Employer contributes max of Kaiser Bay Area rate according to dependency status. EE enrolling in plan w. higher premium pays diff via pre-tax payroll deduction. <u>2018 Contribution</u> EE only - \$ 779.86/mo. EE + 1 - \$1,559.72/mo. EE + F - \$2,027.64/mo.	Employer contributes max of Kaiser Bay Area rate according to dependency status. EE enrolling in plan w. higher premium pays diff via pre-tax payroll deduction. <u>2018 Contribution</u> EE only - \$ 779.86/mo. EE + 1 - \$1,559.72/mo. EE + F - \$2,027.64/mo.	Employer contributes max of Kaiser Bay Area rate according to dependency status. EE enrolling in plan w. higher premium pays diff via pre-tax payroll deduction. <u>2018 Contribution</u> EE only - \$ 779.86/mo. EE + 1 - \$1,559.72/mo. EE + F - \$2,027.64/mo.
Dental Insurance Premium EE only = Employee Only EE + C = Employee and Children EE + S = Employee and Spouse EE + F = Employee and Family	Employer Contribution EE only - \$53.52/mo. EE + C - \$93.64/mo. EE + S \$114.89/mo. EE + F - \$163.24/mo.	Employer Contribution EE only - \$53.52/mo. EE + C - \$93.64/mo. EE + S \$114.89/mo. EE + F - \$163.24/mo.	Employer Contribution EE only - \$53.52/mo. EE + C - \$93.64/mo. EE + S \$114.89/mo. EE + F - \$163.24/mo.	Employer Contribution EE only - \$53.52/mo. EE + C - \$93.64/mo. EE + S \$114.89/mo. EE + F - \$163.24/mo.	Employer Contribution EE only - \$53.52/mo. EE + C - \$93.64/mo. EE + S \$114.89/mo. EE + F - \$163.24/mo.
Opt Out of Insurance	None	None	None	None	None
Vision EE only = Employee Only EE + 1 = Employee and 1 dependent EE + F = Employee and 2 or more dependents	Employee Paid through Flex 125 Plan	Employer Contribution EE only - \$11.38/mo EE + 1 - \$16.51/mo EE + F - \$29.60/mo	Employer Contribution EE only - \$11.38/mo EE + 1 - \$16.51/mo EE + F - \$29.60/mo	Employer Contribution EE only - \$11.38/mo EE + 1 - \$16.51/mo EE + F - \$29.60/mo	Employer Contribution EE only - \$11.38/mo Dependents at Employee expense
Life, Accidental Death and Dismemberment Insurances	Employer Contribution Coverage \$20k - coverage .23/1000 of coverage = Employee only - \$4.60/mo. Dependents - \$.58/mo. AD & D - \$.60	Employer Contribution \$50k coverage .23/1000 of coverage = Employee only - \$11.50/mo. Dependents - \$2.87/mo. AD&D - \$1.50/mo.	Employer Contribution \$50k coverage .23/1000 of coverage = \$11.50/mo. Dependents - \$2.87/mo. AD&D - \$1.50/mo.	Employer Contribution \$50k coverage .23/1000 of coverage = \$11.50/mo. Dependents - \$2.87/mo. AD&D - \$1.50/mo.	Employer Contribution \$50k coverage .23/1000 of coverage = \$11.50/mo. Dependents - \$2.87/mo. AD&D - \$1.50/mo.

Town of Corte Madera Benefits Matrix

BENEFITS CATEGORIES	Corte Madera SEIU	Corte Madera Mid Management	Corte Madera Department Heads	Corte Madera Battalion Chiefs	Corte Madera Fire (IAFF)
Long-term Disability Insurance	Employee Paid	Employer Contribution Base salary * 66.66% coverage @ .00975 * monthly salary - (\$11K cap) – max contrib. \$107.25/mo.	Employer Contribution Base salary * 66.66% coverage @ .00975 * monthly salary - (\$11K cap) – max contrib. \$107.25/mo	Employee paid	Employee paid
Short Term Disability	Employee Paid	None	None	None	None
Employee Assistance Program (OPTUM Health)	Employer Contribution	Employer Contribution	Employer Contribution	Employer Contribution	Employer Contribution
CalPERS Retirement Plan and employer and Employee contributions	<p><u>FY 18/19</u></p> <p>Tier 1 – Classic members or hired before 1/1/2013 2.5% @ 55 Employer Share: 10.848% Employee Share – Full 8% Basis – Single Highest Year</p> <p>Tier 2 PEPRA members - Hired after 12/31/2012 and not a PERS Classic member : 2% @ 62 Employer Share: 6.908% Ee Share 6.5% Basis - 36 month average</p>	<p><u>FY 18/19</u></p> <p>Tier 1 – Classic members or hired before 1/1/2013 2.5% @ 55 Employer Share: 10.848% Employee Share – Full 8% Basis – Single Highest Year</p> <p>Tier 2 PEPRA members - Hired after 12/31/2012 and not a PERS Classic member : 2% @ 62 Employer Share: 6.908% Ee Share 6.5% Basis - 36 month average</p>	<p><u>FY 18/19</u></p> <p>Misc. Employees Tier 1 - Classic members or hired before 1/1/2013 2.5% @ 55 Employer Share: 10.848% Employee Share - Full 8% Basis – Single Highest Year</p> <p>Tier 2 PEPRA Misc. members - Hired after 12/31/2012 and not a PERS Classic member : 2% @ 62 Employer Share: 6.908% Ee Share 6.5% Basis - 36 month average <u>Safety Employee</u> Tier 1 and 2 same as for IAFF</p>	<p><u>FY 18/19</u></p> <p>Safety Employees Tier 1 – Classic members or hired before 1/1/2013 3% @ 50 Employer share 21.418% Ee share – Ee pays 9% Basis – Single Highest Year</p> <p>Tier 2 PEPRA members - Hired after 12/31/2012 and not a PERS Classic member : 2.7% @ 57 Employer Share: 12.729% Ee Share 12.25% Basis - 36 month average</p>	<p><u>FY 18/19</u></p> <p>Safety Employees Tier 1 – Classic members or hired before 1/1/2013 3% @ 50 Employer share 22.418% Ee share – Ee pays 9% Basis – Single Highest Year</p> <p>Tier 2 PEPRA members - Hired after 12/31/2012 and not a PERS Classic member : 2.7% @ 57 Employer Share: 12.729% Ee Share 12.25% Basis - 36 month average</p>
Cost Sharing – Employee contribution to Employer share of PERS	Classic members pay 4.5% of the Employer contribution	Classic members pay 5.5% of the Employer contribution	Classic members (Admin) pay 5.5% of the Employer contribution Total EE Contribution: 13.5% <u>Classic members (Safety)</u> pay 9.0% of the Employer Contribution Total Employee Contribution: 18.0%	Classic members pay 9.0% of the Employer contribution	Classic members pay 9.0% of the Employer contribution
457 Deferred Comp.	Employee Paid – Pre Tax Deduction	Employee Paid – Pre Tax Deduction	Employee Paid – Pre Tax Deduction	Employee Paid – Pre Tax Deduction	Employee Paid – Pre Tax Deduction
Social Security	Medicare only	Medicare only	Medicare only	Medicare only	Medicare only

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BENEFITS CATEGORIES	Corte Madera SEIU	Corte Madera Mid Management	Corte Madera Department Heads	Corte Madera Battalion Chiefs	Corte Madera Fire (IAFF)
<p>Retiree Medical (MEC = PERS Minimum Employer Contribution)</p> <p>EE only = Employee Only EE + 1 = Employee and 1 dependent</p>	<p>Tier I – Hired pre 7/1/2011: Town contrib. max of Kaiser Bay Area rate by dependency status minus MEC. <u>2018 Employer Contribution</u> EE only - \$ 779.86/mo. Minus MEC \$133 EE + 1 or more - \$1,559.72/mo. Minus MEC \$133</p> <p>Medicare EE only = \$316.34 Minus MEC \$133 Medicare EE + 1 or more = \$632.68 Minus MEC \$133</p> <p>Tier 2 Hired/Rehired after 7/1/2011 ER Contributes MEC plus to Retirement Health Savings Account (RHSA) 0-3 YOS – No Contribution 4-10 YOS - \$1200/yr. 11+ YOS - \$1500/yr.</p>	<p>Tier I – Hired pre 8/1/2011: Town contrib. max of Kaiser Bay Area rate by dependency status minus MEC. <u>2018 Employer Contribution</u> EE only - \$ 779.86/mo. Minus MEC \$133 EE + 1 or more - \$1,559.72/mo. Minus MEC \$133</p> <p>Medicare EE only = \$316.34 Minus MEC \$133 Medicare EE + 1 or more = \$632.68 Minus MEC \$133</p> <p>Tier 2 Hired/Rehired after 8/1/2011 ER Contributes MEC plus to Retirement Health Savings Account (RHSA) 0-3 YOS – No Contribution 4-10 YOS - \$1,200 11+ YOS - \$1,500/yr.</p>	<p>Tier I – Hired pre 8/1/2011: Town contrib. max of Kaiser Bay Area rate by dependency status minus MEC. <u>2018 Employer Contribution</u> EE only - \$ 779.86/mo. Minus MEC \$133 EE + 1 or more - \$1,559.72/mo. Minus MEC \$133</p> <p>Medicare EE only = \$316.34 Minus MEC \$133 Medicare EE + 1 or more = \$632.68 Minus MEC \$133</p> <p>Tier 2 Hired/Rehired after 8/1/2011 ER Contributes MEC plus to Retirement Health Savings Account (RHSA) 0-3 YOS – No Contribution 4-10 YOS - \$1200/yr. 11+ YOS - \$1500/yr.</p>	<p>Tier I – Hired pre 1/1/2013: Town contrib. max of Kaiser Bay Area rate by dependency status minus MEC. <u>2018 Employer Contribution</u> EE only - \$ 779.86/mo. Minus MEC \$133 EE + 1 or more - \$1,559.72/mo. Minus MEC \$133</p> <p>Medicare EE only = \$316.34 Minus MEC \$133 Medicare EE + 1 or more = \$632.68 Minus MEC \$133</p> <p>Tier 2 Hired after 12/31/2012 ER contrib. MEC plus to Retirement Health Savings Account (RHSA) 0-completion of probation – No Contribution After probation - 4.0% of Fire Engineer/Paramedic</p>	<p>Tier I – Hired pre 1/1/2013: Town contrib. max of Kaiser Bay Area rate by dependency status minus MEC. <u>2018 Employer Contribution</u> EE only - \$ 779.86/mo. Minus MEC \$133 EE + 1 or more - \$1,559.72/mo. Minus MEC \$133</p> <p>Medicare EE only = \$316.34 Minus MEC \$133 Medicare EE + 1 or more = \$632.68 Minus MEC \$133</p> <p>Tier 2 Hired after 12/31/2012 ER contributes MEC plus to Retirement Health Savings Account (RHSA) 0-completion of probation – No Contribution After probation - 4.0% of Fire Engineer/Paramedic</p>

PAID TIME OFF					
Vacation	<p>0 – 1 yos. = 80 hrs/yr 2 - 5 yos. = 96 hrs/yr 6 - 10 yos. = 120 hrs/yr 11- 19 yos. = 160 hrs/yr 20 + yos. = 168 hrs/yr</p>	<p>0 - 5 yos = 96 hrs/yr 6 - 10 yos = 120 hrs/yr 11 - 15 yos = 160 hrs/yr 16 + yos = 200 hrs/yr</p> <p>Hired/Rehired after 8/1/2011: 0 - 1 yos = 80 hrs/yr</p>	<p>0 - 5 yos = 96 hrs/yr 6 - 10 yos = 120 hrs/yr 11 - 15 yos = 160 hrs/yr 16 + yos = 200 hrs/yr</p> <p>Hired/Rehired after 8/1/2011: 0 - 1 yos = 80 hrs/yr</p>	<p><u>Shift:</u> 0 - 5 yos = 144 hrs/yr 6 - 10 yos = 180 hrs/yr 11- 15 yos = 240 hrs/yr 16 + yos = 300 hrs/yr Max Accrual = 360 hrs <u>Non-Shift:</u></p>	<p><u>Shift:</u> 0 - 5 yos = 144 hrs/yr 6 - 10 yos = 180 hrs/yr 11 - 15 yos = 240 hrs/yr 16 + yos = 300 hrs/yr Max Accrual = 360 hrs <u>Non-Shift:</u></p>

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BENEFITS CATEGORIES	Corte Madera SEIU	Corte Madera Mid Management	Corte Madera Department Heads	Corte Madera Battalion Chiefs	Corte Madera Fire (IAFF)
	Max accrual 260 hrs	2 - 5 yos = 96 hrs/yr 6 - 10 yos = 120 hrs/yr 11 - 19 yos = 160 hrs/yr 20 + yos = 168 hrs/yr Max accrual 240 hrs	2 - 5 yos = 96 hrs/yr 6 - 10 yos = 120 hrs/yr 11 - 19 yos = 160 hrs/yr 20 + yos = 168 hrs/yr Max accrual 240 hrs	0 - 5 yos = 96 hrs/yr 6 - 10 yos = 120 hrs/yr 11- 15 yos = 160 hrs/yr 16 + yos = 200 hrs/yr Max accrual 240 hrs	0 - 5 yos = 96 hrs/yr 6 - 10 yos = 120 hrs/yr 11- 15 yos = 160 hrs/yr 16 + yos = 200 hrs/yr Max accrual 240 hrs
Unused Vacation at Termination	Paid out at 100%	Paid out at 100%	Paid out at 100%	Paid out at 100%	Paid out at 100%
Holidays	10 + 3 floating per year + 1 day Christmas or NY Eve	10 + 3 floating per year + 1 day Christmas or NY Eve	10 + 3 floating per year + 1 day Christmas or NY Eve	Non- Shift - 10 + 2 floating per year + 1 day Xmas Eve or NY Eve	Non- Shift - 10 + 2 floating per year + 1 day Xmas Eve or NY Eve
Holiday Pay-in-lieu	None	None	None	Shift - 156 hours = 5.357%	Shift 156 hours = 5.357%
Sick Leave	96 hours per year Unlimited Accrual	96 hours per year Unlimited Accrual	96 hours per year Unlimited Accrual	Shift: 144 hrs/year Non Shift: 96 hrs./year Unlimited Accrual	Shift: 144 hrs/year Non Shift: 96 hrs./year Unlimited Accrual
Unused Sick Leave Pay-out	At retirement – service credit	At retirement – service credit	At retirement – service credit	At retirement – service credit	At retirement – service credit
Funeral Leave	3 days; may be extended up to 5 days for good cause	3 days; may be extended up to 5 days for good cause	3 days; may be extended up to 5 days for good cause	Shift: 3 - 24 hours shifts Non Shift: 5 working days	Shift: 3 - 24 hours shifts Non Shift: 5 working days
Administrative Leave Pay	None	Up to 80 hours for exempt classes	96 hours	72 hrs	None
INCENTIVE PAY					
Longevity Pay	None	None	None	None	None
Tuition Reimbursement	\$50 per class – Max \$300/yr	Up to \$1,200/fy	Up to \$1,200/fy	Up to \$1,200/fy	None
Educational Incentive	None	None	Safety Department Head BA/BS = 5% Master's Degree OR Exec Fire Officer Cert = 5% Max incentive Pay 15%	Battalion Chiefs – Paramedic = 5% AS Fire Sci = 3% OR BA/BS = 5% Specific Career Paths Investigations = 2% Instructor = 3% Prevention = 5% HazMat Specialist = 5% Chief Fire Officer Cert = 5% Max incentive Pay 14%	.5% for following – max 1.5% CPR Instructor Certified First Aid Instructor Certified Adv. First Aid Instr. AS Degree in Fire Sci. 3% BA/BS Degree 5% Fire Officer Cert – 2.5% For Fire Captain/Paramedic: Investigations = 2% Master Instructor = 2.5% Prevention = 5% HazMat Specialist = 5% Chief Fire Officer Cert = 5%

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BENEFITS CATEGORIES	Corte Madera SEIU	Corte Madera Mid Management	Corte Madera Department Heads	Corte Madera Battalion Chiefs	Corte Madera Fire (IAFF)
					Max incentive Pay 12%
License/Certificate Fees	Town reimburse costs for Class B Drivers Lic if required	None	None	None	None
Assignment/Shift Differential	None	NA	NA	None	None
Acting Pay	5% if more than 10 days retroactive to 1 st day worked	5% if more than 10 days retroactive to 1 st day worked	NA	Not Addressed in MOU	6% after 3 shifts
Uniform, Tool & Boot Allowance	Provided	NA	Only for Director of Emergency Services provided	Provided	Provided
Required Call Back or Standby Pay	Call Back – min 2 hrs OT Christmas or Thanksgiving = 2 hr min @ 2 x's base pay Standby for 24 = 2 hrs pay PW/Sanitation standby 2 hrs for weekdays and 4 hrs. holidays or weekends	NA	NA	Minimum for call back = 1 ¾ hours at overtime rate Time worked beyond 1 st hour paid at 2 x' base pay on 56 hour workweek	Minimum for call back = 1 ¾ hours at overtime rate Time worked beyond 1 st hour paid at 2 x' base pay on 56 hour workweek