

Bargaining Unit	Retirement	Retiree Health	Health Benefits	Life Insurance / Long-term Disability	Other Incentives / Specialty Pay, etc.	Holidays and Leave Time	125 Plan	Employee Assistance Program
Management (Unrepresented) July 1, 2011 to June 30, 2013	<p>Marin County Retirement 2.7% at 55</p> <p>Employees hired on or after July 1, 2011, 2% at 55 based on the average of highest three years of compensation</p> <p>Employee pays 100% of Employee Share</p> <hr/> <p>Deferred Comp: Employee option; no City contribution</p>	<p>PEMHCA min. for Managers hired on or after 1/1/09</p> <p>No dependent or Medicare coverage / premiums</p> <hr/> <p>Managers hired on or after 4/1/07 receive \$600/mo if retiring directly into MCERA.</p> <p>No dependent or Medicare coverage / premiums)</p> <hr/> <p>Managers hired prior to 4/1/07 receive same premium rate as active employees (including dependent coverage), plus Medicare Plan B standard premium</p>	<p>Cafeteria Plan: Fully paid for Managers hired on or before 1/1/09</p> <p>Managers hired after 1/1/09 receive a MONTHLY flex dollar allowance as follows effective January 1, 2012:</p> <p><u>EE only: \$555.43</u> <u>EE+1: \$1110.87</u> <u>EE+Family: \$1444.13</u></p> <p>Flex dollar allowance increases on Dec 15th by the healthcare component of the CPI, not to exceed 3% for any given year</p> <p>Cash in Lieu: <u>\$555.43/mo</u></p> <hr/> <p>Dental: <u>Fully paid</u> Employee and family covered up to \$1500/yr per enrollee</p> <hr/> <p>Vision: Additional Flex Dollar Allowance for Vision Plan (Employee + 1 dep)</p>	<p>Basic Life: 2x annual base salary, not to exceed \$150,000</p> <p>Employee may purchase Supplemental Life Insurance up to 2x their annual base salary, not to exceed \$150,000</p> <hr/> <p>LTD: Benefit of 2/3 employee's monthly salary up to a \$7500/mo.</p>	<p>Management Allowance: <u>3% of base salary</u> one-time option of electing cash or a pre-tax contribution into PARS account</p> <hr/> <p>Car Allowance: \$350/month</p>	<p>Holidays: <u>11 holidays</u>, plus <u>2 floating days</u> per year</p> <hr/> <p>Admin Leave: <u>7 days per calendar year</u> (prorated based on hire date); may not be carried over into next calendar year</p> <hr/> <p>Vacation: <u>15 days/year for the first 5 years;</u> incremental increases annually to a maximum of 25 days per year</p> <hr/> <p>Sick Leave: 12 days/year</p>	<p>Employee may elect pre-tax deductions for eligible medical-related expenses up to a max of \$5000/yr.</p> <hr/> <p>Employee may elect pre-tax deductions for eligible dependent care expenses up to a max of \$5000/yr.</p>	<p>Up to 8 visits per year, per incident for employee and family members</p>
Mid-Management (Unrepresented) July 1, 2011 to June 30, 2013	<p>Marin County Retirement 2.7% at 55</p> <p>Employees hired on or after July 1, 2011, 2% at 55 based on the average of</p>	<p>PEMHCA min. for Mid-Managers hired on or after 1/1/09</p> <p>No dependent or Medicare coverage / premiums</p>	<p>Cafeteria Plan: Fully paid for Mid-Managers hired on or before 1/1/09</p> <p>Mid-Managers hired after 1/1/09 receive a MONTHLY flex dollar</p>	<p>Basic Life: up to 1x annual base salary</p> <p>Employee may purchase Supplemental Life Insurance up to 1x their annual base salary, not to exceed \$150,000</p>	<p>Management Allowance: <u>3% of base salary</u> one-time option of electing cash or a pre-tax contribution into PARS account</p>	<p>Holidays: <u>11 holidays</u>, plus <u>2 floating days</u> per year</p> <hr/> <p>Admin Leave: <u>7 days per</u></p>	<p>Employee may elect pre-tax deductions for eligible medical-related expenses up to a max of \$5000/yr.</p> <hr/> <p>Employee may elect</p>	<p>Up to 8 visits per year, per incident for employee and family members</p>

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	<p>highest three years of compensation</p> <p>Employee pays 100% of Employee Share</p> <hr/> <p>Deferred Comp: Employee option; no City contribution</p>	<p>Mid-Managers hired on or after 4/1/07 receive \$600/mo if retiring directly into MCERA.</p> <p>No dependent or Medicare coverage / premiums)</p> <hr/> <p>Mid-Managers hired prior to 4/1/07, and who retire <i>before</i> 12/1/01 receive \$442/mo (including dependent coverage), plus Medicare Plan B standard premium</p> <hr/> <p>Mid-Managers hired prior to 4/1/07, and who retire <i>after</i> 12/1/01 receive same premium rate as active employees (including dependent coverage), plus Medicare Plan B standard premium</p>	<p>allowance as follows effective Jan 1, 2012: <u>EE only: \$555.43</u> <u>EE+1: \$1110.87</u> <u>EE+Family: \$1444.13</u></p> <p>Flex dollar allowance increases on Dec 15th by the healthcare component of the CPI, not to exceed 3% for any given year</p> <p>Cash in Lieu: <u>\$555.43/mo</u></p> <hr/> <p>Dental: <u>Fully paid</u> Employee and family covered up to \$1500/yr per enrollee</p> <hr/> <p>Vision: Additional Flex Dollar Allowance for Vision Plan (Employee + 1 dep)</p>	<p>LTD: Benefit of 2/3 employee's monthly salary up to \$7500/mo.</p>		<p><u>calendar year</u> (prorated based on hire date); may not be carried over into next calendar year</p> <hr/> <p>Vacation: <u>15 days/year for the first 5 years;</u> incremental increases annually to a maximum of 25 days per year</p> <hr/> <p>Sick Leave: 12 days/year</p>	pre-tax deductions for eligible dependent care expenses up to a max of \$5000/yr.	
<p>PEU Local 1 - Confidential</p> <p>July 1, 2011 to June 30, 2013</p>	<p>Marin County Retirement 2.7% at 55</p> <p>Employees hired on or after July 1, 2011, 2% at 55 based on the average of highest three years of compensation</p> <hr/> <p>Employee pays 100% of Employee Share</p>	<p>PEMHCA minimum for employees hired on or after 1/1/10.</p> <p>Employees can contribute to a retiree health care trust to prefund premiums using sick time conversion.</p> <hr/> <p>\$659/month for employees hired prior to 1/1/10.</p>	<p>Cafeteria Plan with a MONTHLY flex dollar allowance as follows effective Jan 1, 2012: <u>EE only: \$771.47</u> <u>EE+1: \$1267.93</u> <u>EE+Family: \$1376.08</u></p> <p>Flex dollar allowance increases on Dec 15th each year by 3%</p> <p>Cash in Lieu: <u>\$300/mo</u></p>	<p>Basic Life: \$5000 Employee may use flex dollar allowance to purchase Supplemental Life Insurance</p> <hr/> <p>LTD: Benefit of 2/3 employee's monthly salary up to \$1000/month</p>	<p>Confidential Pay is included in the base salary</p> <hr/> <p>Bilingual Pay: \$150 per month</p>	<p>Holidays: <u>11 holidays,</u> plus <u>2 floating days</u> per year</p> <hr/> <p>Vacation: <u>10 days/year for the first 3 years;</u> incremental increases annually to a maximum of 25 days per year</p>	<p>Employee may elect pre-tax deductions for eligible medical-related expenses up to a max of \$5000/yr.</p> <hr/> <p>Employee may elect pre-tax deductions for eligible dependent care expenses up to a max of \$5000/yr.</p>	Up to 8 visits per year, per incident for employee and family members

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	<p>Deferred Comp: Employee option; no City contribution</p>		<p>Dental: <u>Fully paid</u> Employee and family covered up to \$1500/yr per enrollee</p> <hr/> <p>Vision: Additional Flex Dollar Allowance for Vision Plan (Employee only)</p>			<p>Sick Leave: 12 days/year</p>		
<p>San Rafael Fire Association</p> <p>July 1, 2011 to June 30, 2013</p>	<p>Marin County Retirement 3% at 55 (Safety) 2.7% at 55 (Misc.)</p> <p>Employees hired on or after July 1, 2011, 3% at 55 based on the average of highest three years of compensation</p> <p>Employee pays 100% of Employee Share</p> <hr/> <p>Deferred Comp: Employee option; no City contribution</p>	<p>PEMHCA minimum for employees hired on or after 1/1/10. City shall match employee contribution of 2% of top step Firefighter salary into a Retiree HRA.</p> <hr/> <p>\$557/month for employees hired prior to 1/1/10.</p>	<p>Cafeteria Plan with a MONTHLY flex dollar allowance of \$557/month</p> <p>Cash in Lieu</p> <hr/> <p>Dental: <u>Fully paid</u> Employee and family covered up to \$1500/yr per enrollee</p>	<p>Basic Life: \$5000 Employee may use flex dollar allowance to purchase Supplemental Life Insurance</p>	<p>Educational Incentive: <u>2.5% for 30 college units</u> in Fire Science or Fire Technology; <u>5% for AA or AS</u></p> <hr/> <p>EMT I Certification: 2.5% of base pay</p> <hr/> <p>Paramedic: 10% of base pay</p> <hr/> <p>Uniform Allowance: \$425/yr</p>	<p>Holidays: 13 holidays/yr</p> <hr/> <p>Vacation: <u>10 days/year for the first 3 years;</u> incremental increases annually to a maximum of 25 days per year</p> <hr/> <p>Sick Leave: 12 days/year</p>	<p>Employee may elect pre-tax deductions for eligible medical-related expenses up to a max of \$5000/yr.</p> <hr/> <p>Employee may elect pre-tax deductions for eligible dependent care expenses up to a max of \$5000/yr.</p>	<p>Up to 8 visits per year, per incident for employee and family members</p>
<p>San Rafael Fire Chief Officers' Association</p> <p>July 1, 2011 to June 30, 2013</p>	<p>Marin County Retirement 3% at 55 (Safety)</p> <p>Employees hired on or after July 1, 2011, 3% at 55 based on the average of highest three years of compensation</p> <p>Employee pays 100% of Employee Share</p>	<p>PEMHCA minimum for employees hired on or after 1/1/10. City shall match employee contribution of 2% of top step Firefighter salary into a Retiree HRA.</p> <hr/> <p>\$557/month for employees hired prior to 1/1/10.</p>	<p>Cafeteria Plan with a MONTHLY flex dollar allowance of \$765.50/month</p> <p>Cash in Lieu</p> <hr/> <p>Dental: <u>Fully paid</u> Employee and family covered up to \$1500/yr per enrollee</p>	<p>Basic Life: \$5000 Employee may use flex dollar allowance to purchase Supplemental Life Insurance</p>	<p>Educational Incentive is included in the base salary</p> <hr/> <p>Uniform Allowance: \$900/yr</p> <hr/> <p>Boot Allowance: \$160 every 2 yrs</p>	<p>Holidays: 13 holidays/yr</p> <hr/> <p>Vacation: <u>15 days/year for the first 5 years;</u> incremental increases annually to a maximum of 25 days per year</p>	<p>Employee may elect pre-tax deductions for eligible medical-related expenses up to a max of \$5000/yr.</p> <hr/> <p>Employee may elect pre-tax deductions for eligible dependent care expenses up to a max of \$5000/yr.</p>	<p>Up to 8 visits per year, per incident for employee and family members</p>

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	<p>Deferred Comp: Employee option; no City contribution</p>					<p>Sick Leave: 12 days/year</p> <hr/> <p>Admin Leave: <u>7 days per calendar year</u></p>		
<p>San Rafael Police Association</p> <p>July 1, 2011 to June 30, 2013</p>	<p>Marin County Retirement 3% at 55 (Safety) 2.7% at 55 (Misc.)</p> <p>Employees hired on or after July 1, 2011, 3% at 55 based on the average of highest three years of compensation</p> <p>Employee pays 100% of Employee Share</p> <hr/> <p>Deferred Comp: Employee option; no City contribution</p>	<p>PEMHCA minimum for employees hired on or after 1/1/10. Employees can contribute to a retiree health care trust to prefund premiums using sick time conversion.</p> <hr/> <p>\$386/month for employees hired prior to 1/1/10.</p>	<p>Cafeteria Plan with a MONTHLY flex dollar allowance as follows effective Jan. 1, 2012: <u>EE only: \$522</u> <u>EE+1: \$1044</u> <u>EE+Family: \$1357</u></p> <p>Cash in Lieu: <u>\$300</u></p> <hr/> <p>Dental: <u>Fully paid</u> Employee and family covered up to \$1500/yr per enrollee</p> <hr/> <p>Vision: Additional Flex Dollar Allowance for Vision Plan (Employee only)</p>	<p>Basic Life: \$5000 Employee may use flex dollar allowance to purchase Supplemental Life Insurance</p> <hr/> <p>LTD: Benefit of 2/3 employee's monthly salary up to \$100/month</p>	<p>Educational Incentive: Up to \$500/year</p> <hr/> <p>Bilingual Pay: Expert – 10% Full Fluency – 5% Conversational – 2.5% of base pay</p> <hr/> <p>Uniform Allowance: \$750/yr for Sworn \$650/yr for Non-Sworn</p> <hr/> <p>Shift Differential: 3% or 5% of base salary</p> <hr/> <p>See MOU for other incentive pay</p>	<p>Holidays: 13 holidays/yr</p> <hr/> <p>Vacation: <u>10 days/year for the first 3 years:</u> incremental increases annually to a maximum of 25 days per year</p> <hr/> <p>Sick Leave: 12 days/year</p>	<p>Employee may elect pre-tax deductions for eligible medical-related expenses up to a max of \$5000/yr.</p> <hr/> <p>Employee may elect pre-tax deductions for eligible dependent care expenses up to a max of \$5000/yr.</p>	<p>Up to 8 visits per year, per incident for employee and family members</p>
<p>San Rafael Police Mid-Management Association</p> <p>July 1, 2011 to June 30, 2013</p>	<p>Marin County Retirement 3% at 55</p> <p>Employees hired on or after July 1, 2011, 3% at 55 based on the average of highest three years of compensation</p> <p>Employee pays</p>	<p>PEMHCA minimum for employees hired on or after 1/1/10.</p> <hr/> <p>\$566/month for employees hired prior to 1/1/10.</p>	<p>Cafeteria Plan with a MONTHLY flex dollar allowance as follows effective Jan. 1, 2012: <u>EE only: \$577</u> <u>EE+1: \$1044</u> <u>EE+Family: \$1357</u></p> <p>Cash in Lieu</p> <hr/> <p>Dental: <u>Fully paid</u></p>	<p>Basic Life: \$5000 Employee may use flex dollar allowance to purchase Supplemental Life Insurance</p> <hr/> <p>LTD: Benefit of 2/3 employee's monthly salary up to \$7500/mo.</p>	<p>Educational Incentive is included in the base salary</p> <hr/> <p>Bilingual Pay: 5% for Full Fluency \$50/month for Conversational Fluency</p>	<p>Holidays: 13 holidays/yr</p> <hr/> <p>Vacation: <u>15 days/year for the first 5 years:</u> incremental increases annually to a maximum of 25 days per year</p>	<p>Employee may elect pre-tax deductions for eligible medical-related expenses up to a max of \$5000/yr.</p> <hr/> <p>Employee may elect pre-tax deductions for eligible dependent care expenses up to a</p>	<p>Up to 8 visits per year, per incident for employee and family members</p>

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	100% of Employee Share Deferred Comp: Employee option; no City contribution		Employee and family covered up to \$1500/yr per enrollee Vision: Additional Flex Dollar Allowance for Vision Plan (Employee only)		Uniform Allowance: \$1060/year Shift Differential: 5% of base salary	Sick Leave: 12 days/year Admin Leave: 80 hours per calendar year	max of \$5000/yr.	
SEIU Local 1021 July 1, 2011 to June 30, 2013	Marin County Retirement 2.7% at 55 Employees hired on or after July 1, 2011, 2% at 55 based on the average of highest three years of compensation Employee pays 100% of Employee Share Deferred Comp: Employee option; no City contribution	PEMHCA minimum for employees hired on or after 1/1/10. Employees can contribute to a retiree health care trust to prefund premiums using sick time conversion. \$752/month for employees hired prior to 1/1/10.	Cafeteria Plan with a MONTHLY flex dollar allowance as follows: <u>EE only:</u> \$727 <u>EE+1:</u> \$1,195 <u>EE+Family:</u> \$1,297 Cash in Lieu: <u>\$300/mo</u> <i>Prorated for PT employees</i> Dental: <u>Fully paid</u> Employee and family covered up to \$1500/yr per enrollee	Basic Life: \$5000 Employee may use flex dollar allowance to purchase Supplemental Life Insurance LTD: Benefit of 2/3 employee's monthly salary up to \$1000/month	Educational Reimbursement: \$200/yr for Misc. members; \$225/yr for Supervisory Unit Bilingual Pay: \$150 per month Please see MOU for classifications that receive the following allowances: Uniform Allowance: \$315/yr or \$445/yr Safety Shoe Allowance: \$130/yr Uniform Jacket Cleaning Allowance: \$120/yr Mechanical Tool Allowance: \$400/yr	Holidays: <u>11 holidays</u> , plus <u>2 floating days</u> per year Vacation: <u>10 days/year for the first 3 years;</u> incremental increases annually to a maximum of 25 days per year Sick Leave: 12 days/year	Employee may elect pre-tax deductions for eligible medical-related expenses up to a max of \$5000/yr. Employee may elect pre-tax deductions for eligible dependent care expenses up to a max of \$5000/yr.	Up to 8 visits per year, per incident for employee and family members
SEIU Childcare November 1, 2011 to October 31, 2013	Marin County Retirement 2.7% at 55 for employees who are at least 75% FTE; all other employees	PEMHCA minimum for employees hired on or after 1/1/10. Employees can contribute to a retiree health care trust to	Cafeteria Plan with a MONTHLY flex dollar allowance as follows: <u>EE only:</u> \$667 <u>EE+1:</u> \$945 <u>EE+Family:</u> \$945	Basic Life: \$5000 Employee may use flex dollar allowance to purchase Supplemental Life Insurance	Educational Reimbursement: Up to \$300/year Up to \$60/year for professional	Holidays: <u>11 holidays/yr</u>	Employee may elect pre-tax deductions for eligible medical-related expenses up to a max of \$5000/yr.	Up to 8 visits per year, per incident for employee and family members

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Please check MOU for FTE eligibility and pro rata guidelines for payment of benefits	<p>shall be enrolled in PARS</p> <p>Employees hired on or after January 1, 2012, 2% at 55 based on the average of highest three years of compensation</p> <p>Employee pays 100% of Employee Share</p> <hr/> <p>Deferred Comp: Employee option; no City contribution</p>	<p>prefund premiums using sick time conversion.</p> <hr/> <p>\$543/month for employees hired prior to 1/1/10.</p>	<p>Cash in Lieu: <u>\$200/mo</u> <i>Prorated for PT employees</i></p> <hr/> <p>Dental: Fully paid Employee and family covered up to \$1500/yr per enrollee</p> <p><i>*City pays \$70 towards the premium for part-time employees</i></p>	<hr/> <p>LTD: Benefit of 2/3 employee's monthly salary up to \$1000/month</p>	<p>membership dues</p>	<p>Vacation: <u>10 days/year for the first 3 years;</u> incremental increases annually to a maximum of 25 days per year</p> <hr/> <p>Sick Leave: 12 days/year</p>	<p>Employee may elect pre-tax deductions for eligible dependent care expenses up to a max of \$5000/yr.</p>	
<p>Western Council of Engineers</p> <p>July 1, 2011 to June 30, 2013</p>	<p>Marin County Retirement 2.7% at 55</p> <p>Employees hired on or after July 1, 2011, 2% at 55 based on the average of highest three years of compensation</p> <p>Employee pays 100% of Employee Share</p> <hr/> <p>Deferred Comp: Employee option; no City contribution</p>	<p>PEMHCA minimum for employees hired on or after 1/1/10. Employees can contribute to a retiree health care trust to prefund premiums using sick time conversion.</p> <hr/> <p>\$752/month for employees hired prior to 1/1/10.</p>	<p>Cafeteria Plan with a MONTHLY flex dollar allowance as follows effective Jan 1, 2012: <u>EE only: \$650.96</u> <u>EE+1: \$1284.41</u> <u>EE+Family: \$1393.59</u></p> <p>Flex dollar allowance increases on Dec 15th each year by 3%</p> <hr/> <p>Cash in Lieu: <u>\$300/mo</u></p> <hr/> <p>Dental: Fully paid Employee and family covered up to \$1500/yr per enrollee</p> <hr/> <p>Vision: Additional Flex Dollar Allowance for Vision Plan (Employee only)</p>	<p>Basic Life: \$5000 Employee may use flex dollar allowance to purchase Supplemental Life Insurance</p> <hr/> <p>LTD: Benefit of 2/3 employee's monthly salary up to \$1000/month</p>	<p>Professional Development: \$225/year</p> <hr/> <p>Bilingual Pay: \$150 per month</p> <hr/> <p>Safety Shoe Allowance: \$130/yr for employees with field assignments in or around construction sites</p>	<p>Holidays: <u>11 holidays</u>, plus <u>2 floating days</u> per year</p> <hr/> <p>Vacation: <u>10 days/year for the first 3 years;</u> incremental increases annually to a maximum of 25 days per year</p> <hr/> <p>Sick Leave: 12 days/year</p>	<p>Employee may elect pre-tax deductions for eligible medical-related expenses up to a max of \$5000/yr.</p> <hr/> <p>Employee may elect pre-tax deductions for eligible dependent care expenses up to a max of \$5000/yr.</p>	<p>Up to 8 visits per year, per incident for employee and family members</p>