

City of Petaluma - Benefit Costs for Full Time Employees - FY 2011-2012

Revised on: 01-10-2012

All Bargaining Units

	Monthly	Annual
Health Benefits - PEMHCA Contribution 2012	\$ 112	
* *Health Benefits - CalPERS - PEMHCA Contribution - Additional Benefit		
Single	\$ 585.52	\$ 7,026
2-party	\$ 1,165.44	\$ 13,985
Family	\$ 1,513.38	\$ 18,161
Cash-in-lieu - Health and Dental 50% of City contribution		
Dental	\$ 122.15	\$ 1,466
Vision	\$ 10	\$ 120
Employee Assistance Program (EAP)	\$ 5.58	\$ 67
Educational Reimbursement pursuant to policy		\$ 1,000
Sick Leave Hours	Hours	96
Medicare Rate	SAL %	0.01450
CalPERS <i>Employer</i> Contribution - Misc. FY 11-12	SAL %	0.12941
CalPERS <i>Employee</i> Contribution - Misc.	SAL %	0.07000
CalPERS <i>Employer</i> Contribution - Safety FY 11-12	SAL %	0.34073
CalPERS <i>Employee</i> Contribution - Safety	SAL %	0.09000
Post Retirement Benefit % of Salary: .0020		
Unemployment Insurance Rate is % of Salary: .00407		

** Health Benefit contribution for Units 1,2,3,4,9, & 11 and Unit 8 to be determined & subject to negotiations. Rates noted are current benefits for now.

All Bargaining Units (except Unit 8)

Bilingual Pay (Spanish) - Verbally Fluent - High level of proficiency	\$ 200	\$ 2,400
Bilingual Pay (Spanish) - Conversational - Acceptable level of proficiency	\$ 100	\$ 1,200

Unit 1 - Confidential, Unit 2 - Maintenance, Unit 3 Clerical/Tech (AFSCME)

Confidential Pay (Unit 1 only)	\$ 50	\$ 600
Holidays (12 + 1 floating)	Hours	104
Retiree Medical Contribution		
Retired Annuitant - PEMHCA 2012	\$ 101	\$ 1,210
20 years plus of service	\$ 140	\$ 1,680
Sick Leave Payout - 10 years of service - 50% up to 480 hours		
Life Insurance (\$75,000)	\$ 13.50	\$ 162
Short-term Disability pursuant to policy	Self-Insured	
Long-term Disability	\$ 21.50	\$ 258

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All Bargaining Units		Monthly	Annual
Unit 6 - Police (POAP)			
Field Training Officer	SAL %		0.0500
POST Certificate - Intermediate	SAL %		0.0500
POST Certificate - Advance or Supervisory	SAL %		0.0700
Longevity Pay - 15 years of service	SAL %		0.0500
Shift Differential - Swing	SAL %		0.0300
Shift Differential - Graveyard	SAL %		0.0500
Uniform Allowance - Non-sworn - Dispatchers	Fixed \$	\$	260
Uniform Allowance- Non-sworn - 1.5% of Step 5 of CSO		\$	832
Uniform Allowance - Sworn - 1.5% of Step 5 of Police Officer		\$	1,198
Holidays (12)	Hours		96
Holiday Pay (12)	Hours		96
One floating holiday 8 or 10 hours	Hours		8 or 10
Retiree Medical Contribution			
Retired Annuitant - PEMHCA 2012		\$ 106	\$ 1,277
20 years plus of service		\$ 156.83	\$ 1,882
Sick Leave Payout - 10 years of service - 50% up to 700 hours	Hours		
Life Insurance (\$50,000)		\$ 9.00	\$ 108
Long-term Disability - City contribution to POAP Non-Sworn		\$ 32.50	\$ 390
Long-term Disability - City contribution to POAP Sworn		\$ 19.50	\$ 234
Unit 7- Fire (IAFF - Local 1415)			
Educational Incentive Fire Off, Pre Off I, AS or AA degree		\$ 100	\$ 1,200
Educational Incentive Chief Off, Pre Off II, BS or BA degree		\$ 200	\$ 2,400
Uniform Allowance 1.5% of Step 5 of FF			\$ 1,279
Holiday Pay (13)	Hours		156
FLSA OT	SAL %		0.0177
Retiree Medical Contribution			
Retired Annuitant - PEMHCA 2012		\$ 101	\$ 1,210
20 years plus of service		\$ 140	\$ 1,680
Sick Leave Payout - 5 years of service - 50% up to 720 hours	Hours		
Sick Leave Payout - Disability Retirement - 50% up to 1000 hours	Hours		
Life Insurance (\$50,000)		\$ 9.00	\$ 108
Long-term Disability - City contribution to Union		\$ 12	\$ 144

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All Bargaining Units		Monthly		Annual
Unit 8 Department Directors & City Clerk				
Administrative Leave - Cash payout of up to 40 unused	Hours			80
Uniform Allowance Police and Fire Chiefs	FIXED \$		\$	300
Holidays (12 + 1 floating)	Hours			104
Retiree Medical Contribution				
Retired Annuitant - PEMHCA 2012		\$	101	\$ 1,210
12-19 years of service		\$	120	\$ 1,440
20 years plus of service		\$	140	\$ 1,680
Sick Leave Payout - 10 years of service - 50% up to 480 hours	Hours			
Life Insurance (\$200,000)		\$	36.00	\$ 432
Long-term Disability		\$	21.50	\$ 258
Unit 4- Professional, Unit 9 - Mid-Managers, Unit 11 - Confidential (PPMMA)				
Administrative Leave (as applicable) - Cash payout of up to 40 unused	Hours			80
Retiree Medical Contribution				
Retired Annuitant - PEMHCA 2012		\$	101	\$ 1,210
20 years plus of service		\$	120	\$ 1,440
Sick Leave Payout - 10 years of service - 50% up to 480 hours				
Life Insurance Unit 4 - & Unit 11 - Non-Exempt (\$75,000)		\$	13.50	\$ 162
Life Insurance Unit 9 - & Unit 11 - Exempt (\$200,000)		\$	36.00	\$ 432
Long-term Disability		\$	21.50	\$ 258
Unit 10 - Public Safety Mid-Mgmt (PPSMMA)				
Administrative Leave (as applicable) - Cash payout of up to 40 unused	Hours			80
Management Compensation Pay	SAL %			0.040000
Longevity Pay - 15 years of service	SAL %			0.050000
Educational Incentive - Police - Bachelor's Degree	SAL %			0.050000
Educational Incentive - Police - Master's Degree	SAL %			0.070000
Educational Incentive - Fire - Chief Officer or Bachelor's degree		\$	200	\$ 2,400
Educational Incentive - Fire - Master's Degree or Chief Off & BA		\$	300	\$ 3,600
Educational Incentive - Fire - Master's Degree & Chief Officer		\$	400	\$ 4,800
Uniform Allowance - Non-sworn	Fixed \$			\$ 260
Uniform Allowance - Fire 1.5% of Step 5 of Firefighter				\$ 1,279

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All Bargaining Units

Monthly

Annual

Uniform Allowance - Police 1.5% of Step 5 of Police Officer \$ 1,198

Unit 10 - Public Safety Mid-Mgmt (PPSMMA) continued...

Holidays - Police - (12 + 1 floating)	Hours		104
Holiday Pay - Police (12 + 1 floating)	Hours		104
Holidays - Fire - 40-hour (13)	Hours		104
Holiday Pay - Fire - 56-hour (13)	Hours		156
Retiree Medical Contribution			
Retired Annuitant - PEMHCA 2012		\$ 101	\$ 1,210
20 years plus of service		\$ 156.83	\$ 1,882
Sick Leave Payout - 10 years of service - 50% up to 700 hours			
Sick Leave Payout - 56-hour - 10 years of service - 50% up to 1000 hours			
Life Insurance (\$175,000)		\$ 31.50	\$ 378
Long-term Disability (both sworn & non-sworn)		\$ 21.50	\$ 258

City Manager

401 (a) Employer Contribution - City Manager	SAL %		0.0700
Life Insurance (\$375,000)		\$ 69.75	\$ 837
Long-term Disability		\$ 21.50	\$ 258

City Council

Health, dental, vision and cash-in-lieu, EAP as noted above			
Life Insurance (\$50,000)		\$ 9.00	\$ 108

CalPERS Retirement - Miscellaneous Members

2% at 55 Formula
 One-Year Final Compensation
 Cost of Living 2%
 Third Level -1959 Survivor's Benefit

CalPERS Retirement - Safety Members - Police

3% at 50 Formula
 One-Year Final Compensation
 Cost of Living 2%
 Fourth Level -1959 Survivor's Benefit

CalPERS Retirement - Safety Members - Fire

3% at 50 Formula
 One-Year Final Compensation
 Cost of Living 2%
 Fourth Level -1959 Survivor's Benefit
 Post Retirement Survivors Allowance

*** Disclaimer - The information contained on this worksheet is provided for general information and is not a contractual benefit. Every effort has been made to ensure information is accurate. However, errors may sometimes**

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occur.

Workers Compensation Benefits: % of Salary:

Clerical: .00137 Labor: .02481 Police: .05507

Administrative: .00094 Fire: .07903

Updated: A. Santos 01-10-2012