

City of Petaluma - Benefit Costs - FY 2015 -2016
For Full Time Employees - Appointed and Elected Officials
 Updated: 03-15-2016

For Units 1, 2 and 3: Health Benefits	Monthly		Annual
Health Benefits - PEMHCA Contribution 2016	\$	125	
CalPERS - PEMHCA Contribution - Total City Contribution (includes PEMHCA contribution)			
Employee	\$	700.95	\$ 8,411
Employee + 1	\$	1,389.95	\$ 16,679
Employee + 2 or more	\$	1,803.34	\$ 21,640
Cash-in-lieu - Health and Dental 50% of City contribution			

For Units 4, 9 and 11: Health Benefits	Monthly		Annual
Health Benefits - PEMHCA Contribution 2016	\$	125	
CalPERS - PEMHCA Contribution - Total City Contribution (includes PEMHCA contribution)			
Employee	\$	700.95	\$ 8,411
Employee + 1	\$	1,389.95	\$ 16,679
Employee + 2 or more	\$	1,803.34	\$ 21,640
Cash-in-lieu - Health and Dental 50% of City contribution			

For Units 6, 7 and 10: Health Benefits	Monthly		Annual
Health Benefits - PEMHCA Contribution 2016	\$	125	
CalPERS - PEMHCA Contribution - Total City Contribution (includes PEMHCA contribution)			
Employee	\$	715.40	\$ 8,585
Employee + 1	\$	1,424.54	\$ 17,094
Employee + 2 more	\$	1,850.03	\$ 22,200
Cash-in-lieu - Health and Dental 50% of City contribution			

For All Bargaining Units:	Monthly		Annual
Dental	\$	139.94	\$ 1,679
Vision	\$	10	\$ 120
Employee Assistance Program (EAP)	\$	5.69	\$ 68
Educational Reimbursement pursuant to policy			\$ 1,000
Sick Leave Hours		Hours	96
Medicare Rate		SAL %	1.45%

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For 1st and 2nd Tier Classic Members - Retirement Contribution Rates:

CalPERS <i>Employer</i> Contribution - Misc. FY 15-16	SAL %	18.002%
CalPERS <i>Employee</i> Contribution - Misc.	SAL %	7.000%
CalPERS <i>Employer</i> Contribution - Safety FY 15-16	SAL %	42.456%
CalPERS <i>Employee</i> Contribution - Safety	SAL %	9.000%

For 3rd Tier- PEPRM Member - effective: on or after 01-01-2013

CalPERS <i>Employer</i> Contribution - Misc. FY 15-16	SAL %	18.002%
CalPERS <i>Employee</i> Contribution - Misc.	SAL %	6.250%
CalPERS <i>Employer</i> Contribution - Safety FY 15-16	SAL %	42.456%
CalPERS <i>Employee</i> Contribution - Safety	SAL %	11.750%

For 1st Tier Classic Members

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

For 2nd Tier Classic Members

CalPERS Retirement - Miscellaneous Members

2% at 60 Formula - eff: 12/28/2012
 3 Year Avg Final Compensation
 Cost of Living 2%
 Third Level -1959 Survivor's Benefit

CalPERS Retirement - Safety Members - Fire

3% at 55 Formula - eff: 11/15/2012
 3 Year Avg Final Compensation
 Cost of Living 2%
 Fourth Level -1959 Survivor's Benefit

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CalPERS Retirement - Safety Members - Police

3% at 55 Formula - eff: 11/15/2012

3 Year Avg Final Compensation

Cost of Living 2%

Fourth Level -1959 Survivor's Benefit

Post Retirement Survivors Allowance

For 3rd Tier - PEPRA Members - eff: on or after 01/01/2013

CalPERS Retirement - Miscellaneous Members

2% at 62 Formula

3 Year Avg Final Compensation

Cost of Living 2%

Third Level -1959 Survivor's Benefit

CalPERS Retirement - Safety Members - Fire

2.7% at 57 Formula

3 Year Avg Final Compensation

Cost of Living 2%

Fourth Level -1959 Survivor's Benefit

CalPERS Retirement - Safety Members - Police

2.7% at 57 Formula

3 Year Avg Final Compensation

Cost of Living 2%

Fourth Level -1959 Survivor's Benefit

Post Retirement Survivors Allowance

Post Retirement Benefit % of Salary: 0.01927

Unemployment Insurance Rate is % of Salary: .00407

All Bargaining Units (except Unit 8)

	Monthly		Annual	
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)

	Monthly		Annual	
Confidential Pay (Unit 1 only)	\$	50	\$	600
Holidays (12 + 1 floating)		Hours		104
Retiree Medical Contribution				
Retired Annuitant - PEMHCA 2016	\$	125	\$	1,500
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		

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Long-term Disability	\$	21.50	\$	258
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Unit 6 - Police (POAP)

Field Training Officer	SAL %			5.00%	
POST Certificate - Intermediate for Police Officers and Sergeants	SAL %			5.00%	
POST Certificate - Advance or Supervisory for Police Officers and Sergeants	SAL %			7.00%	
POST Certificate - Intermediate for Safety Dispatchers	SAL %			1.50%	
POST Certificate - Advance or Supervisory for Safety Dispatchers	SAL %			3.00%	
Longevity Pay - 15 years of service	SAL %			5.00%	
Shift Differential - Swing	SAL %			3.00%	
Shift Differential - Graveyard	SAL %			5.00%	
Uniform Allowance - Non-sworn - Dispatchers	Fixed \$		\$	260	
Uniform Allowance- Non-sworn - 1.5% of Step 5 of CSO			\$	870	
Uniform Allowance - Sworn - 1.5% of Step 5 of Police Officer			\$	1,246	
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 2016		\$	125	\$	1,500
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		\$	24.50	\$	294

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 2016		\$	125	\$	1,500
20 years plus of service		\$	140	\$	1,680
Sick Leave Payout - 5 years of service - 50% up to 720 hours	Hours				

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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

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 2016		\$	125	\$ 1,500
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 2016		\$	125	\$ 1,500
20 years plus of service		\$	120	\$ 1,440
Sick Leave Payout - 10 years of service - 50% up to 480 hours				

Unit 4- Professional, Unit 9 - Mid-Managers, Unit 11 - Confidential cont....

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 %			4.00%
Longevity Pay - 15 years of service	SAL %			5.00%
Educational Incentive - Police - Bachelor's Degree	SAL %			5.00%
Educational Incentive - Police - Master's Degree	SAL %			7.00%
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

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Uniform Allowance - Non-sworn	Fixed \$	\$	260
Uniform Allowance - Fire 1.5% of Step 5 of Firefighter		\$	1,279
Uniform Allowance - Police 1.5% of Step 5 of Police Officer		\$	1,246
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 2016		\$ 125	\$ 1,500
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

Monthly 401 (a) Employer Contribution - City Manager	SAL %	\$ 1,213.33	7.00%
Life Insurance (1 1/2 times salary)		\$ 673.92	\$ 8,087
Long-term Disability		\$ 21.50	\$ 258

City Attorney

Monthly 401 (a) Employer Contribution - City Attorney	SAL %	\$ 1,082.08	7.00%
Life Insurance (\$278,250)		\$ 601.08	\$ 7,213
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
Pay Rate per Meeting: Council Member: \$5.00/Mtg Mayor: \$10.00/ Mtg			

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Workers Compensation Benefits: % of Salary:

Clerical: .002 Labor: .0346 Police: .0683

Administrative: .0013 Fire: .1029

*** 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**

Updated: 3.15.16