

**Town of Corte Madera
Summary of Employee Benefits – Effective January, 2016**

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	7/1/2014 – 6/30/2018	7/06/2015 – 7/1/2018	7/06/2015 – 7/1/2018	7/06/2015 – 7/1/2018	7/1/2015 – 6/30/2018
Compensation – Increases scheduled during the Term of the Resolution	7/1/2014 - 3% equity incr. 7/1/2015 - .5% plus 3% equity incr. 7/1/2016 - .5% plus 3% equity incr. 7/1/2017 - .5% plus 3% equity incr.	7/6/2015 – 4% 7/4/2016 - 3% 7/3/2017 - 2%	7/6/2015 – 3% 7/4/2016 - 2% 7/3/2017 - 2%	7/6/2015 – 4% 7/4/2016 - 3% 7/3/2017 - 2%	7/6/2015 – 4% 7/4/2016 - 3% 7/3/2017 - 2%
HEALTH AND WELFARE					
Health Insurance Premium	Town 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>2016 Contribution</u> Ee only - \$ 746.47/mo. Ee + 1 - \$1,492.94/mo. Family - \$1,940.82/mo.	Town 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>2016 Contribution</u> Ee only - \$ 746.47/mo. Ee + 1 - \$1,492.94/mo. Family - \$1,940.82/mo.	Town 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>2016 Contribution</u> Ee only - \$ 746.47/mo. Ee + 1 - \$1,492.94/mo. Family - \$1,940.82/mo.	Town 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>2016 Contribution</u> Ee only - \$ 746.47/mo. Ee + 1 - \$1,492.94/mo. Family - \$1,940.82/mo.	Town 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>2016 Contribution</u> Ee only - \$ 746.47/mo. Ee + 1 - \$1,492.94/mo. Family - \$1,940.82/mo.
Dental Insurance Premium	Town Contribution Ee only - \$50.58 Ee + dep - \$125.38	Town Contribution Ee only - \$50.58 Ee + dep - \$125.38	Town Contribution Ee only - \$50.58 Ee + dep - \$125.38	Town Contribution Ee only - \$50.58 Ee + dep - \$125.38	Town Contribution Ee only - \$50.58 Ee + dep - \$125.38
Opt Out of Insurance	None	None	None	None	None
Vision	Paid by Ee thru SEIU	Town Contribution Ee only - \$10.42/mo Ee + 1 - \$15.10/mo Ee + 2 - \$27.08/mo	Town Contribution Ee only - \$10.42/mo Ee + 1 - \$15.10/mo Ee + 2 - \$27.08/mo	Town Contribution Ee only - \$10.42/mo Ee + 1 - \$15.10/mo Ee + 2 - \$27.08/mo	None – Eff. 1/1/2017 Town will contribute for Ee only; dependents at Ee expense
Life, Accidental Death and Dismemberment Insurances	Coverage \$20k - coverage .23/1000 of coverage = Employee only - \$4.60/mo. Dependents - \$.58/mo. AD & D - \$.60	\$50k coverage .23/1000 of coverage = Employee only - \$11.50/mo. Dependents - \$2.87/mo. AD&D - \$1.50/mo.	\$50k coverage .23/1000 of coverage = \$11.50/mo. Dependents - \$2.87/mo. AD&D - \$1.50/mo.	\$50k coverage .23/1000 of coverage = \$11.50/mo. Dependents - \$2.87/mo. AD&D - \$1.50/mo.	\$50k coverage .23/1000 of coverage = \$11.50/mo. Dependents - \$2.87/mo. AD&D - \$1.50/mo.
Long-term Disability Insurance	Employee paid	Town paid Base salary * 66.66% coverage @ .00975 * monthly salary - (\$11K cap) – max contrib. \$107.25/mo.	Town Paid – Base salary * 66.66% coverage @ .00975 * monthly salary - (\$11K cap) – max contrib. \$107.25/mo	Employee paid	Employee paid

Town of Corte Madera Benefits Matrix – 2016

BENEFITS CATEGORIES	Corte Madera SEIU	Corte Madera Mid Management	Corte Madera Department Heads	Corte Madera Battalion Chiefs	Corte Madera Fire (IAFF)
Short Term Disability	Ee paid	None	None	None	None
Employee Assistance Program (EAP) Provider:	Employer Paid	Employer Paid	Employer Paid	Employer Paid	Employer Paid
CalPERS Retirement Plan and employer and Employee contributions	<u>FY 15/16</u> Tier 1 – Classic members or hired before 1/1/2013 2.5% @ 55 Employer Share: 10.612% Ee share – Ee pays full 8% Basis – Single Highest Year Tier 2 PEPRA members - Hired after 12/31/2012 and not a PERS Classic member : 2% @ 62 Employer Share: 6.73% Ee Share 6.5% Basis - 36 month average	<u>FY 15/16</u> Tier 1 – Classic members or hired before 1/1/2013 2.5% @ 55 Employer Share: 10.612% Ee Share – Ee pays full 8% Basis – Single Highest Year Tier 2 PEPRA members - Hired after 12/31/2012 and not a PERS Classic member : 2% @ 62 Employer Share: 6.73% Ee Share 6.5% Basis - 36 month average	<u>FY 15/16</u> Misc. Employees Tier 1 - Classic members or hired before 1/1/2013 2.5% @ 55 Employer Share: 10.612% Ee share – Ee pays full 8% Basis – Single Highest Year Tier 2 PEPRA Misc. members - Hired after 12/31/2012 and not a PERS Classic member : 2% @ 62 Employer Share: 6.73% Ee Share 6.5% Basis - 36 month average <u>Safety Employee</u> Tier 1 and 2 same as for IAFF	<u>FY 15/16</u> Safety Employees Tier 1 – Classic members or hired before 1/1/2013 3% @ 50 Employer share 20.230% Ee share – Ee pays 9% Basis – Single Highest Year Tier 2 PEPRA members - Hired after 12/31/2012 and not a PERS Classic member : 2.7% @ 57 Employer Share: 12.5% Ee Share 12.5% Basis - 36 month average	<u>FY 15/16</u> Safety Employees Tier 1 – Classic members or hired before 1/1/2013 3% @ 50 Employer share 20.230% Ee share – Ee pays 9% Basis – Single Highest Year Tier 2 PEPRA members - Hired after 12/31/2012 and not a PERS Classic member : 2.7% @ 57 Employer Share: 12.25% Ee Share 12.25% Basis - 36 month average
Cost Sharing – Employee contribution to Employer share of PERS	Classic members pay 4.5% of the Employer contribution	Classic members Eff. 7/6/2015 EE's contribute 3% toward ER share Eff. 7/4/2016 EE's contribute an additional 1.5% toward ER share Eff. 7/3/2017 EE's contribute an additional 1% toward the ER share For a total of 5.5%	Classic members eff 7/7/2014, Ee's pay 4.5% of the Employer contribution <u>Miscellaneous</u> Eff 7/6/2015 – 7/1/2018 EE's Ee's contribute additional 1% toward ER share For a total of 5.5% <u>Safety</u> Eff 7/6/2015 Safety Ee contrib. 6.5% toward ER share Eff 7/4/2016 Ee contrib. addtl. 1.5% toward ER share Eff. 7/3/2017 EE's contribute additional 1% toward ER share For a total of 9%	Classic members eff 7/7/2014, Ee's pay 4.5% of the Employer contribution Eff 7/6/2015 EE's contribute additional 2% toward ER share Eff 7/4/2016 EE's contribute additional 1.5% toward ER share Eff. 7/3/2017 EE's contribute additional 1% toward ER share For a total of 9%	Classic members eff 7/7/2014, Ee's pay 4.5% of the Employer contribution Eff 7/6/2015 EE's contribute additional 2% toward ER share Eff 7/4/2016 EE's contribute additional 1.5% toward ER share Eff. 7/3/2017 EE's contribute additional 1% toward ER share For a total of 9%

Town of Corte Madera Benefits Matrix – 2016

BENEFITS CATEGORIES	Corte Madera SEIU	Corte Madera Mid Management	Corte Madera Department Heads	Corte Madera Battalion Chiefs	Corte Madera Fire (IAFF)
457 Deferred Comp.	None	None	None	None	None
Social Security	Medicare only	Medicare only	Medicare only	Medicare only	Medicare only
Retiree Medical (MEC = PERS Minimum Employer Contribution)	<p>Tier I – Hired pre 7/1/2011: Town contrib. max of Kaiser Bay Area rate by dependency status minus MEC. <u>2016 Town Contribution</u> Ee only - \$ 746.47/mo. Minus MEC \$125 Ee + 1 or more - \$1,492.94/mo. Minus MEC \$125</p> <p>Medicare EE Only = \$297.23 Minus the MEC Medicare EE + 1 or more = \$594.46 Minus the MEC</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>2016 Town Contribution</u> Ee only - \$ 746.47/mo. Minus MEC \$125 Ee + 1 or more - \$1,492.94/mo. Minus MEC \$125</p> <p>Medicare EE Only = \$297.23 Minus the MEC Medicare EE + 1 or more = \$594.46 Minus the MEC</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>2016 Town Contribution</u> Ee only - \$ 746.47/mo. Minus MEC \$125 Ee + 1 or more - \$1,492.94/mo. Minus MEC \$125</p> <p>Medicare EE Only = \$297.23 Minus the MEC Medicare EE + 1 or more = \$594.46 Minus the MEC</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>2016 Town Contribution</u> Ee only - \$ 746.47/mo. Minus MEC \$125 Ee + 1 or more - \$1,492.94/mo. Minus MEC \$125</p> <p>Medicare EE Only = \$297.23 Minus the MEC Medicare EE + 1 or more = \$594.46 Minus the MEC</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>2016 Town Contribution</u> Ee only - \$ 746.47/mo. Minus MEC \$125 Ee + 1 or more - \$1,492.94/mo. Minus MEC \$125</p> <p>Medicare EE Only = \$297.23 Minus the MEC Medicare EE + 1 or more = \$594.46 Minus the MEC</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 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 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><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</p> <p><u>Non-Shift:</u> 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><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</p> <p><u>Non-Shift:</u> 0 - 5 yos = 96 hrs/yr 6 - 10 yos = 120 hrs/yr 11- 15 yos = 160 hrs/yr 16 + yos = 200 hrs/yr</p>

Town of Corte Madera Benefits Matrix – 2016

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	Max accrual 240 hrs	Max accrual 240 hrs	Max accrual 240 hrs	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% Max incentive Pay 12%

Town of Corte Madera Benefits Matrix – 2016

BENEFITS CATEGORIES	Corte Madera SEIU	Corte Madera Mid Management	Corte Madera Department Heads	Corte Madera Battalion Chiefs	Corte Madera Fire (IAFF)
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