

**City of San Rafael - Historical Negotiations by Bargaining Unit (2021)**

COSR Employees	Child Care	SEIU General Unit	Professional Engineers	Confidential	Police	Police Mid-Management	Fire	Fire Chief Officers	Executives	Mid-Management	Elected City Clerk and City Attorney
BU Representation	SEIU Local 1021	SEIU Local 1021	WCE	PEU Local 1 (AFSCME)	SRPA	SRPMMMA	SRFA (IAFF Local 1775)	SRFCOA	Resolution 14596	Resolution 14563	Resolution 14565
<b>Contract expiration</b>	10/31/21	6/30/2020 extended to 6/30/2021	6/30/2020 extended to 6/30/2021	6/30/2020 extended to 6/30/2021	06/30/21	6/30/2021	6/30/2021	6/30/2021	6/30/2020 extended to 6/30/2021	6/30/2020 extended to 6/30/2021	6/30/2020 extended to 6/30/2021
<b>Scheduled Wage Increases during Contract Term</b>	11/1/19 - 2% 11/1/20 - 2%	7/1/18 - 2% 7/1/19 - 2% 7/1/20 - 2%	7/1/18 - 2% 7/1/19 - 2%	7/1/18 - 2% 7/1/19 - 2%	7/1/20 - 2% 1/1/21 - 2%	7/1/20 - 2% 1/1/21 - 2%	7/1/20 - 2% 1/1/21 - 2%	7/1/20 - 2% 1/1/21 - 2%	7/1/18 - 2% 7/1/19 - 2%	7/1/18 - 2% 7/1/19 - 2%	7/1/18 - 2% 7/1/19 - 2%
<b>Health &amp; Wellness Benefits</b>											
<b>Health -Single</b>	\$745.00	\$780.93	\$835.94	\$803.50	\$781.06	\$813.18	\$755.62	\$755.62	\$673.42	\$673.42	\$673.42
<b>Health - 2-party</b>	\$1,120.65	\$1,477.20	\$1,671.91	\$1,606.99	\$1,563.18	\$1,473.00	\$1,208.99	\$1,208.99	\$1,346.82	\$1,346.82	\$1,346.82
<b>Health - Family</b>	\$1,149.30	\$1,618.71	\$1,814.57	\$1,771.10	\$2,032.23	\$1,915.00	\$1,571.10	\$1,571.70	\$1,750.88	\$1,750.88	\$1,750.88
<b>Inflator (annual)</b>	Kaiser rate increase, up to 3% for 2-party & Family level	Kaiser rate increase, up to 3%	Kaiser rate increase, up to 3%	Kaiser rate increase up to 3% annually	Kaiser rate increase, up to 3%	n/a	Kaiser rate increase, up to 3%	Kaiser rate increase, up to 3%	Kaiser rate increase, up to 3%	Kaiser rate increase, up to 3%	Kaiser rate increase, up to 3%
<b>Cash in Lieu</b>	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	N/A	\$300.00	\$300.00 for EEs hired into the union after 1/1/17 (\$760 for EEs hired into the union on or before 1/1/17)	\$673.42	\$673.42	\$673.42
<b>Dental</b>	\$113 (family)	\$113 (family)	\$113 (family)	\$113 (family)	\$113 (family)	\$113 (family)	\$113 (family)	\$113 (family)	\$113 (family)	\$113 (family)	\$113 (family)
<b>Vision</b>	\$7.05 (ee only)	\$7.05 (ee only)	\$7.05 (ee only)	\$7.05 (ee only)	\$7.05 (ee only)	\$7.05 (ee only)	n/a	n/a	\$18.18 (family)	\$18.18 (family)	\$18.18 (family)
<b>Life/AD&amp;D (.20 cents per \$1,000)</b>	\$5,000 Cost: \$1/month	\$5,000 Cost: \$1/month	\$5,000 Cost: \$1/month	\$5,000 Cost: \$1/month	\$5,000 Cost: \$1/month	\$150,000 Cost: \$30/month	\$5,000 Cost: \$1/month	\$150,000 Cost: \$30/month	\$250,000 Cost: \$50/month	\$150,000 Cost: \$30/month	\$250,000 Cost: \$50/month
<b>LTD (add rate) (.397 cents per \$100)</b>	Up to \$1,000 month	Up to \$1,000 month	Up to \$1,000 month	Up to \$1,000 month	EE receives \$100/year to pay for PORAC Plan	up to \$7,500/month	Up to \$1,000 month. EE may enroll in union plan at their own expense	up to \$7,500/month	max \$7,500/month	max \$7,500/month	max \$7,500/month
<b>SDI</b>	Yes	Yes	Yes	Yes	no	no	no	no	no	no	no
<b>125 Flex Spending Account (EE option)</b>	up to IRS limit	up to IRS limit	up to IRS limit	up to IRS limit	up to IRS limit	up to IRS limit	up to IRS limit	up to IRS limit	up to IRS limit	up to IRS limit	up to IRS limit
<b>Gym Reimbursement</b>	up to \$198/year	up to \$198/year	up to \$198/year	up to \$198/year	up to \$600/year	up to \$600/year	up to \$198/year	up to \$198/year	up to \$198/year	up to \$198/year	up to \$198/year
<b>Leaves</b>											
<b>Holidays</b>	11 + 2 floating days per year	11 + 2 floating days per year	11 + 2 floating days per year	11 + 2 floating days per year	13 days	13 days	13 days	13 days	11 + 2 floating days per year	11 + 2 floating days per year	
<b>Overtime/CTO</b>	yes - 40hrs	yes - 115hrs	yes - 125 hrs	yes - 125hrs	yes - 200hrs	yes	yes	yes	no	no	
<b>Administrative Leave</b>	n/a	2 days of Personal Leave per FY for Supervisory positions	n/a	5 days per calendar year	n/a	80 hours/year	n/a	10 days (75 hrs) for Admin BC. 5 Shifts (120 hours) for 56-hr BC	10 days per calendar year	10 days per calendar year	



**City of San Rafael - Historical Negotiations by Bargaining Unit (2021)**

COSR Employees	Child Care	SEIU General Unit	Professional Engineers	Confidential	Police	Police Mid-Management	Fire	Fire Chief Officers	Executives	Mid-Management	Elected City Clerk and City Attorney	
<b>Post Employment Benefits</b>												
<b>MCERA Formula for EEs who are at least 75% FTE (all other employees are enrolled in PARS)</b>	<u>Tier 1 (hired prior to 1/1/2012):</u> 2.7% @ 55, Single Highest Year  <u>Tier 2 (hired on or after 1/1/2012):</u> 2% @ 55, Average of 3 highest yrs  <u>Tier 3 - PEPRA (hired on or after 1/1/2013):</u> 2% @ 62, Average of 3 highest yrs	<u>Tier 1 (hired prior to 7/1/2011):</u> 2.7% @ 55, Single Highest Year  <u>Tier 2 (hired on or after 7/1/2011):</u> 2% @ 55, Average of 3 highest years  <u>Tier 3 - PEPRA (hired on or after 1/1/2013):</u> 2% @ 62, Average of 3 highest yrs	<u>Tier 1 (hired prior to 7/1/2011):</u> 2.7% @ 55, Single Highest Year  <u>Tier 2 (hired on or after 7/1/2011):</u> 2% @ 55, Average of 3 highest yrs  <u>Tier 3 - PEPRA (hired on or after 1/1/2013):</u> 2% @ 62, Average of 3 highest yrs	<u>Tier 1 (hired prior to 7/1/2011):</u> 2.7% @ 55, Single Highest Year  <u>Tier 2 (hired on or after 7/1/2011):</u> 2% @ 55, Average of 3 highest yrs  <u>Tier 3 - PEPRA (hired on or after 1/1/2013):</u> 2% @ 62, Average of 3 highest yrs	<u>Tier 1 (hired prior to 7/1/2011):</u> 3% @ 55, Single Highest Year  <u>Tier 2 (hired on or after 7/1/2011):</u> 3% @ 55, Average of 3 highest yrs  <u>Tier 3 - PEPRA (hired on or after 1/1/2013):</u> 2.7% @ 57, Average of 3 highest yrs  *Non-safety members receive non-safety retirement formula (see SEIU)	<u>Tier 1 (hired prior to 7/1/2011):</u> 3% @ 55, Single Highest Year  <u>Tier 2 (hired on or after 7/1/2011):</u> 3% @ 55, Average of 3 highest yrs  <u>Tier 3 - PEPRA (hired on or after 1/1/2013):</u> 2.7% @ 57, Average of 3 highest yrs  *Non-safety members receive non-safety retirement formula (see SEIU)	<u>Tier 1 (hired prior to 7/1/2011):</u> 3% @ 55, Single Highest Year  <u>Tier 2 (hired on or after 7/1/2011):</u> 3% @ 55, Average of 3 highest yrs  <u>Tier 3 - PEPRA (hired on or after 1/1/2013):</u> 2.7% @ 57, Average of 3 highest yrs  *Non-safety members receive non-safety retirement formula (see SEIU)	<u>Tier 1 (hired prior to 7/1/2011):</u> 3% @ 55, Single Highest Year  <u>Tier 2 (hired on or after 7/1/2011):</u> 3% @ 55, Average of 3 highest yrs  <u>Tier 3 - PEPRA (hired on or after 1/1/2013):</u> 2% @ 62, Average of 3 highest yrs  *Non-safety members receive non-safety retirement formula (see SEIU)	<u>Tier 1 (hired prior to 7/1/2011):</u> 2.7% @ 55, Single Highest Year  <u>Tier 2 (hired on or after 7/1/2011):</u> 2% @ 55, Average of 3 highest yrs  <u>Tier 3 - PEPRA (hired on or after 1/1/2013):</u> 2% @ 62, Average of 3 highest yrs	<u>Tier 1 (hired prior to 7/1/2011):</u> 2.7% @ 55, Single Highest Year  <u>Tier 2 (hired on or after 7/1/2011):</u> 2% @ 55, Average of 3 highest yrs  <u>Tier 3 - PEPRA (hired on or after 1/1/2013):</u> 2% @ 62, Average of 3 highest yrs	<u>Tier 1 (hired prior to 7/1/2011):</u> 2.7% @ 55, Single Highest Year  <u>Tier 2 (hired on or after 7/1/2011):</u> 2% @ 55, Average of 3 highest yrs  <u>Tier 3 - PEPRA (hired on or after 1/1/2013):</u> 2% @ 62, Average of 3 highest yrs	
	<b>MCERA Contribution Rates</b>	Tier 1 - 50.93% Tier 2 - 49.89% PEPRA (Tier 3) - 42.84%	Tier 1 - 50.93% Tier 2 - 49.89% PEPRA (Tier 3) - 42.84%	Tier 1 - 50.93% Tier 2 - 49.89% PEPRA (Tier 3) - 42.84%	Tier 1 - 50.93% Tier 2 - 49.89% PEPRA (Tier 3) - 42.84%	NON-SAFETY: Tier 1 - 50.93% Tier 2 - 49.89% PEPRA (Tier 3) - 42.84%  SAFETY: Tier 1 - 69.61% Tier 2 - 69.28% PEPRA (Tier 3) - 59.13%	Tier 1 - 69.61% Tier 2 - 69.28% PEPRA (Tier 3) - 59.13%	NON-SAFETY: Tier 1 - 50.93% Tier 2 - 49.89% PEPRA (Tier 3) - 42.84%  SAFETY: Tier 1 - 70.33% Tier 2 - 68.40% PEPRA (Tier 3) - 59.13%	Tier 1 - 70.33% Tier 2 - 68.40% PEPRA (Tier 3) - 59.13%	Tier 1 - 50.93% Tier 2 - 49.89% PEPRA (Tier 3) - 42.84%	Tier 1 - 50.93% Tier 2 - 49.89% PEPRA (Tier 3) - 42.84%	Tier 1 - 50.93% Tier 2 - 49.89% PEPRA (Tier 3) - 42.84%
	<b>EE contribution towards ER cost</b>	1.0%	n/a	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%
<b>PEPRA Employee Contribution Rate (Tier 1 &amp; Tier 2 member % based on age of entry)</b>	9.22%	9.22%	9.22%	9.22%	Non-Safety - 9.22% Safety - 14.43%	14.43%	Non-Safety - 9.22% Safety - 14.43%	14.43%	9.22%	9.22%	9.22%	
<b>Deferred Comp (negotiated as part of offset of EE contribution to ER normal cost)</b>	no	no	1% of pensionable compensation	1% of pensionable compensation + 1.06% of base pay	no	no	no	.83% of base salary	no	no	no	

**City of San Rafael - Historical Negotiations by Bargaining Unit (2021)**

<b>COSR Employees</b>	<b>Child Care</b>	<b>SEIU General Unit</b>	<b>Professional Engineers</b>	<b>Confidential</b>	<b>Police</b>	<b>Police Mid-Management</b>	<b>Fire</b>	<b>Fire Chief Officers</b>	<b>Executives</b>	<b>Mid-Management</b>	<b>Elected City Clerk and City Attorney</b>
<b>Retiree Health</b>	PEMHCA min. for EE hired on or after 1/1/10. \$543/mo. for EE hired prior to 1/1/10	PEMCHA min. for EE hired on or after 1/10/10. \$752/mo for EE hired prior to 1/1/10	PEMCHA min. for EE hired on or after 1/10/10. \$752/mo for EE hired prior to 1/1/10	PEMCHA min. for EE hired on or after 1/10/10. \$659/mo for EE hired prior to 1/1/10	PEMCHA min. for EE hired on or after 1/10/10. \$386/mo for EE hired prior to 1/1/10	PEMCHA min. for EE hired on or after 1/10/10. \$566/mo for EE hired prior to 1/1/10	PEMCHA min. for EE hired on or after 1/10/10. \$557/mo for EE hired prior to 1/1/10	PEMCHA min. for EE hired on or after 1/10/10. \$557/mo for EE hired prior to 1/1/10	PEMCHA min. for EE hired on or after 1/1/09. \$600/mo for EE hired on or after 4/1/07. Up to Family rate for EE hired prior to 4/1/07	PEMCHA min. for EE hired on or after 1/1/09. \$600/mo for EE hired on or after 4/1/07. Up to Family rate for EE hired prior to 4/1/07	PEMCHA min. for EE hired on or after 1/1/09. \$600/mo for EE hired on or after 4/1/07. Up to Family rate for EE hired prior to 4/1/07
<b>Retiree Health Savings</b>	For EE hired on or after 1/1/10, mandatory conversion of 50 hours of sick leave each July 1, provided EE has 75 hours of sick leave after conversion.	For EE hired on or after 1/1/10, mandatory conversion of 50 hours of sick leave each July 1, provided EE has 75 hours of sick leave after conversion.	For EE hired on or after 1/1/10, mandatory conversion of 50 hours of sick leave each July 1, provided EE has 75 hours of sick leave after conversion.	For EE hired on or after 1/1/10, mandatory conversion of 50 hours of sick leave each July 1, provided EE has 75 hours of sick leave after conversion.	For EE hired on or after 1/1/10, mandatory conversion of 50 hours of sick leave each July 1, provided EE has 160 hours of sick leave after conversion.	For EE hired on or after 1/1/10, mandatory conversion of 50 hours of sick leave each July 1, provided EE has 75 hours of sick leave after conversion.	City matches mandatory EE contribution of 2% top step Firefighter-Paramedic salary for EE hired on or after 1/1/10.	City matches mandatory EE contribution of 2% top step Firefighter-Paramedic salary for EE hired on or after 1/1/10.	For EE hired on or after 1/1/09, mandatory conversion of 50 hours of sick leave each July 1, provided EE has 75 hours of sick leave after conversion.	For EE hired on or after 1/1/09, mandatory conversion of 50 hours of sick leave each July 1, provided EE has 75 hours of sick leave after conversion.	n/a
<b>EPMC</b>	none	none	none	none	none	none	none	none	none	none	none
<b>Social Security</b>	no	no	no	no	no	no	no	no	no	no	no

Benefits subject to change based on negotiations. Please refer to MOUs available online at <https://www.cityofsanrafael.org/employee-contracts/> for more information