

City of San Rafael - Benefits Summary by Bargaining Unit

(as of December 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
Contract expiration	10/31/24	06/30/24	06/30/24	06/30/24	06/30/24	6/30/2024	6/30/2024	6/30/2024	06/30/24	06/30/24	06/30/24
Health & Wellness Benefits											
Health -Single	\$804.36	\$804.36	\$857.06	\$827.60	\$804.49	\$813.18	\$755.62	\$778.29	\$693.62	\$693.62	\$693.62
Health - 2-party	\$1,176.68	\$1,521.51	\$1,722.07	\$1,655.20	\$1,610.08	\$1,473.00	\$1,220.46	\$1,245.25	\$1,387.23	\$1,387.23	\$1,387.23
Health - Family	\$1,264.24	\$1,667.27	\$1,869.00	\$1,824.23	\$2,093.20	\$1,915.00	\$1,798.14	\$1,618.85	\$1,803.41	\$1,803.41	\$1,803.41
Inflator (annual)	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%	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%
Cash in Lieu	\$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)	\$693.62	\$693.62	\$693.62
Dental	\$113 (family)	\$113 (family)	\$113 (family)	\$113 (family)	\$113 (family)	\$113 (family)	\$113 (family)	\$113 (family)	\$113 (family)	\$113 (family)	\$113 (family)
Vision	\$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)
Life/AD&D (.20 cents per \$1,000)	\$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
LTD (add rate) (.397 cents per \$100)	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
SDI	Yes	Yes	Yes	Yes	no	no	no	no	no	no	no
125 Flex Spending Account (EE option)	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
Gym Reimbursement	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
Leaves											
Holidays	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	
Overtime/CTO	yes - 40 hrs	yes - 115 hrs	yes - 125 hrs	yes - 125hrs	yes - 200hrs	yes	yes	yes	no	no	
Administrative Leave	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	
Vacation	10 days/yr (75 hrs) for the first 3yrs	10 days/yr (75 hrs) for the first 3yrs	10 days/yr (75 hrs) for the first 3yrs	10 days/yr (75 hrs) for the first 3yrs	10 days/yr (80 hrs) for the first 3yrs	15 days/yr (120 hrs) for the first 5 yrs	5 Shifts/yr (120 hrs) for the first 3 yrs	7.5 Shifts/yr (180 hrs) for the first 5 yrs	15 days/yr for the first 5yrs.	15 days/yr for the first 5yrs.	

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BU Representation	SEIU Local 1021	SEIU Local 1021	WCE	PEU Local 1 (AFSCME)	SRPA	SRPMA	SRFA (IAFF Local 1775)	SRFCOA	Resolution 14596	Resolution 14563	Resolution 14565	
Post Employment Benefits												
MCERA Formula for EEs who are at least 75% FTE (all other employees are enrolled in PARS)	Tier 1 (hired prior to 1/1/2012): 2.7% @ 55, Single Highest Year	Tier 1 (hired prior to 7/1/2011): 2.7% @ 55, Single Highest Year	Tier 1 (hired prior to 7/1/2011): 2.7% @ 55, Single Highest Year	Tier 1 (hired prior to 7/1/2011): 2.7% @ 55, Single Highest Year	Tier 1 (hired prior to 7/1/2011): 3% @ 55, Single Highest Year	Tier 1 (hired prior to 7/1/2011): 3% @ 55, Single Highest Year	Tier 1 (hired prior to 7/1/2011): 3% @ 55, Single Highest Year	Tier 1 (hired prior to 7/1/2011): 3% @ 55, Single Highest Year	Tier 1 (hired prior to 7/1/2011): 2.7% @ 55, Single Highest Year	Tier 1 (hired prior to 7/1/2011): 2.7% @ 55, Single Highest Year	Tier 1 (hired prior to 7/1/2011): 2.7% @ 55, Single Highest Year	
	Tier 2 (hired on or after 1/1/2012): 2% @ 55, Average of 3 highest yrs	Tier 2 (hired on or after 7/1/2011): 2% @ 55, Average of 3 highest yrs	Tier 2 (hired on or after 7/1/2011): 2% @ 55, Average of 3 highest yrs	Tier 2 (hired on or after 7/1/2011): 2% @ 55, Average of 3 highest yrs	Tier 2 (hired on or after 7/1/2011): 3% @ 55, Average of 3 highest yrs	Tier 2 (hired on or after 7/1/2011): 3% @ 55, Average of 3 highest yrs	Tier 2 (hired on or after 7/1/2011): 3% @ 55, Average of 3 highest yrs	Tier 2 (hired on or after 7/1/2011): 3% @ 55, Average of 3 highest yrs	Tier 2 (hired on or after 7/1/2011): 3% @ 55, Average of 3 highest yrs	Tier 2 (hired on or after 7/1/2011): 2% @ 55, Average of 3 highest yrs	Tier 2 (hired on or after 7/1/2011): 2% @ 55, Average of 3 highest yrs	
	Tier 3 - PEPRA (hired on or after 1/1/2013): 2% @ 62, Average of 3 highest yrs	Tier 3 - PEPRA (hired on or after 1/1/2013): 2% @ 62, Average of 3 highest yrs	Tier 3 - PEPRA (hired on or after 1/1/2013): 2% @ 62, Average of 3 highest yrs	Tier 3 - PEPRA (hired on or after 1/1/2013): 2% @ 62, Average of 3 highest yrs	Tier 3 - PEPRA (hired on or after 1/1/2013): 2.7% @ 57, Average of 3 highest yrs	Tier 3 - PEPRA (hired on or after 1/1/2013): 2.7% @ 57, Average of 3 highest yrs	Tier 3 - PEPRA (hired on or after 1/1/2013): 2.7% @ 57, Average of 3 highest yrs	Tier 3 - PEPRA (hired on or after 1/1/2013): 2.7% @ 57, Average of 3 highest yrs	Tier 3 - PEPRA (hired on or after 1/1/2013): 2.7% @ 57, Average of 3 highest yrs	Tier 3 - PEPRA (hired on or after 1/1/2013): 2% @ 62, Average of 3 highest yrs	Tier 3 - PEPRA (hired on or after 1/1/2013): 2% @ 62, Average of 3 highest yrs	Tier 3 - PEPRA (hired on or after 1/1/2013): 2% @ 62, Average of 3 highest yrs
					Tier 3 - PEPRA (hired on or after 1/1/2013): 2.7% @ 57, Average of 3 highest yrs *Non-safety members receive non-safety retirement formula (see SEIU)	Tier 3 - PEPRA (hired on or after 1/1/2013): 2.7% @ 57, Average of 3 highest yrs *Non-safety members receive non-safety retirement formula (see SEIU)	Tier 3 - PEPRA (hired on or after 1/1/2013): 2.7% @ 57, Average of 3 highest yrs *Non-safety members receive non-safety retirement formula (see SEIU)	Tier 3 - PEPRA (hired on or after 1/1/2013): 2.7% @ 57, Average of 3 highest yrs *Non-safety members receive non-safety retirement formula (see SEIU)	Tier 3 - PEPRA (hired on or after 1/1/2013): 2.7% @ 57, Average of 3 highest yrs *Non-safety members receive non-safety retirement formula (see SEIU)	Tier 3 - PEPRA (hired on or after 1/1/2013): 2% @ 62, Average of 3 highest yrs	Tier 3 - PEPRA (hired on or after 1/1/2013): 2% @ 62, Average of 3 highest yrs	Tier 3 - PEPRA (hired on or after 1/1/2013): 2% @ 62, Average of 3 highest yrs
MCERA Contribution Rates	Tier 1 - 54.22% Tier 2 - 53.61% PEPRA (Tier 3) - 47.73%	Tier 1 - 54.22% Tier 2 - 53.61% PEPRA (Tier 3) - 47.73%	Tier 1 - 54.22% Tier 2 - 53.61% PEPRA (Tier 3) - 47.73%	Tier 1 - 54.22% Tier 2 - 53.61% PEPRA (Tier 3) - 47.73%	NON-SAFETY: Tier 1 - 54.22% Tier 2 - 53.61% PEPRA (Tier 3) - 47.73% SAFETY: Tier 1 - 77.56% Tier 2 - 79.66% PEPRA (Tier 3) - 67.41%	Tier 1 - 77.56% Tier 2 - 79.66% PEPRA (Tier 3) - 67.41%	NON-SAFETY: Tier 1 - 54.22% Tier 2 - 53.61% PEPRA (Tier 3) - 47.73% SAFETY: Tier 1 - 77.38% Tier 2 - 76.81% PEPRA (Tier 3) - 67.41%	Tier 1 - 77.38% Tier 2 - 76.81% PEPRA (Tier 3) - 67.41%	Tier 1 - 54.22% Tier 2 - 53.61% PEPRA (Tier 3) - 47.73%	Tier 1 - 54.22% Tier 2 - 53.61% PEPRA (Tier 3) - 47.73%	Tier 1 - 54.22% Tier 2 - 53.61% PEPRA (Tier 3) - 47.73%	
EE contribution towards ER cost	1.0%	n/a	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	
PEPRA Employee Contribution Rate (Tier 1 & Tier 2 member % based on age of entry)	9.71%	9.71%	9.71%	9.71%	Non-Safety - 9.71% Safety - 15.99%	15.99%	Non-Safety - 9.71% Safety - 15.99%	15.99%	9.71%	9.71%	9.71%	
Deferred Comp (negotiated as part of offset of EE contribution to ER normal cost)	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	

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Retiree Health	PEMCHA 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
Retiree Health Savings	For EE hired on or after 1/1/10, mandatory conversion of 50 hours of sick leave each July 1, provided EE has 125 hours of sick leave remaining.	For EE hired on or after 1/1/10, mandatory conversion of 50 hours of sick leave each July 1, provided EE has 125 hours of sick leave remaining.	For EE hired on or after 1/1/10, mandatory conversion of 50 hours of sick leave each July 1, provided EE has 125 hours of sick leave remaining.	For EE hired on or after 1/1/10, mandatory conversion of 50 hours of sick leave each July 1, provided EE has 125 hours of sick leave remaining.	For EE hired on or after 1/1/10, mandatory conversion of 50 hours of sick leave each July 1, provided EE has 250 hours of sick leave remaining.	n/a	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. EE hired before 1/1/2010 - \$5,000 annual transfer of sick leave	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
EPMC	none	none	none	none	none	none	none	none	none	none	none
Social Security	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