

City of San Ramon  
Summary of Employee Benefits\*

Benefits Categories	Unrepresented Miscellaneous Employees	SEIU Local 1021	Police Officers' Association (POA)
<b>MOU Effective Dates</b>	7/1/2014 - 6/30/2018	7/1/2014 - 6/30/2018	7/1/2014 - 6/30/2018
<b>Job Classifications</b>	Director, Division Manager, Program Manager, Senior Administrative Analyst, Administrative Analyst, Executive Assistant, Administrative Coordinator, Computer Specialist, Computer Technician, Senior Engineer, Associate Engineer, Assistant Engineer, Engineering Specialist, Supervising Inspector, Senior Inspector, Inspector, Office Specialist, Office Technician I/II, Senior Planner, Associate Planner, Assistant Planner, Planning Specialist, Building Plans Examiner, Recreation Supervisor, Recreation Coordinator, Recreation Technician, City Clerk, Deputy City Clerk, Deputy City Attorney, and Accountant	Maintenance Assistant, Maintenance Technician I, Maintenance Technician II, Maintenance Specialist, and Maintenance Coordinator classifications	Police Officer, Police Corporal and Police Sergeant
<b>Salary Range Adjustments</b>	<p><b>Effective July 1, 2014</b>, salary ranges (top and bottom) shall be adjusted 3.62%.</p> <p><b>Effective July 1, 2015</b>, adjustments will be based on the change in Consumer Price Index (CPI) from June 2014 through June 2015. The minimum adjustment shall be no less than 1% (one percent) and no greater than 4% (four percent).</p> <p><b>Effective July 1, 2016</b>, adjustments shall be adjusted based on the results of a salary survey so that the top of the ranges are at the 75% percentile of the City's comparator agencies. The minimum adjustment shall be no less than 1% (one percent) and no greater than 4% (four percent).</p> <p><b>Effective July 1, 2017</b>, adjustments will be based on the change in Consumer Price Index (CPI) from June 2016 through June 2017. The minimum adjustment shall be no less than 1% (one percent) and no greater than 4% (four percent).</p>	<p><b>Effective July 1, 2014</b>, salary ranges (top and bottom) shall be adjusted 3.62%.</p> <p><b>Effective July 1, 2015</b>, adjustments will be based on the change in Consumer Price Index (CPI) from June 2014 through June 2015. The minimum adjustment shall be no less than 1% (one percent) and no greater than 4% (four percent).</p> <p><b>Effective July 1, 2016</b>, adjustments shall be adjusted based on the results of a salary survey so that the top of the ranges are at the 75% percentile of the City's comparator agencies. The minimum adjustment shall be no less than 1% (one percent) and no greater than 4% (four percent).</p> <p><b>Effective July 1, 2017</b>, adjustments will be based on the change in Consumer Price Index (CPI) from June 2016 through June 2017. The minimum adjustment shall be no less than 1% (one percent) and no greater than 4% (four percent).</p>	<p><b>Effective July 1, 2014</b>, salary ranges (top and bottom) shall be adjusted 7.27%</p> <p><b>Effective July 1, 2015</b>, adjustments will be based on the change in Consumer Price Index (CPI) from June 2014 through June 2015. The minimum adjustment shall be no less than 1.5% (one and half percent) and no greater than 4.5% (four and half percent).</p> <p><b>Effective July 1, 2016</b>, adjustments shall be adjusted based on the results of a salary survey so that the top of the ranges are at the 75% percentile of the City's comparator agencies. The minimum adjustment shall be no less than 1.5% (one and half percent) and no greater than 4.5% (four and half percent).</p> <p><b>Effective July 1, 2017</b>, adjustments will be based on the change in Consumer Price Index (CPI) from June 2016 through June 2017. The minimum adjustment shall be no less than 1.5% (one and half percent) and no greater than 4.5% (four and half percent).</p>
<b>Performance Based Salary Increases</b>	Employees who receive a "Does Not Meet Standards" (less than 3.00 score) evaluation are ineligible for any adjustment.	Employees who receive a "Does Not Meet Standards" (less than 3.00 score) evaluation are ineligible for any adjustment.	Employees who receive a "Does Not Meet Standards" (less than 3.00 score) evaluation are ineligible for any adjustment.

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Benefits Categories	Unrepresented Miscellaneous Employees	SEIU Local 1021	Police Officers' Association (POA)
<b>Performance Based Salary Increases (continued)</b>	<p><b>For the period of July 1, 2014 through June 30, 2015:</b>            Exemplary: 4.50 to 5.00 = 5.0% plus one discretionary day            Exceeds Standard: 4.00 to 4.49 = 5.0%            Meets Standard: 3.75 to 3.99 = 4.0%                                      3.50 to 3.74 = 3.5%                                      3.25 to 3.49 = 3.0%                                      3.00 to 3.24 = 2.5%</p> <p><b>For the period of July 1, 2015 through June 30, 2018:</b>            Exemplary: 4.50 to 5.00 = 6.0% plus one discretionary day            Exceeds Standard: 4.00 to 4.49 = 6.0%            Meets Standard: 3.75 to 3.99 = 5.0%                                      3.50 to 3.74 = 4.5%                                      3.25 to 3.49 = 4.0%                                      3.00 to 3.24 = 3.5%</p> <p>Employees who are within 3.5% of the top of the range and receive an "Exceeds Standards" or higher rating shall receive a salary increase to the top of the range and will be eligible, at the discretion of the City Manager, for a non-recurring salary payment equal to 3.5% less the percentage adjustment made to bring the employee to the top of the range.</p> <p>Non-represented sworn police employees (Chief, Captain, Lieutenant) will have an additional 0.5% added to the annual evaluation adjustment to compensate for the additional PERS contribution exceeding 1.0%.</p> <p>Employees at the top of the salary range who receive an "Exceeds Standards" rating will receive a one-time non-recurring 3.5% of salary payment.</p> <p>Employees who receive an "Exemplary Performance" rating will receive a one-time non-recurring 3.5% of salary payment, plus one (1) discretionary day in addition to the performance based increase. Discretionary days off do not have a cash value.</p>	<p><b>For the period of July 1, 2014 through June 30, 2015:</b>            Exemplary: 4.50 to 5.00 = 5.0% plus one discretionary day            Exceeds Standard: 4.00 to 4.49 = 5.0%            Meets Standard: 3.75 to 3.99 = 4.0%                                      3.50 to 3.74 = 3.5%                                      3.25 to 3.49 = 3.0%                                      3.00 to 3.24 = 2.5%</p> <p><b>For the period of July 1, 2015 through June 30, 2018:</b>            Exemplary: 4.50 to 5.00 = 6.0% plus one discretionary day            Exceeds Standard: 4.00 to 4.49 = 6.0%            Meets Standard: 3.75 to 3.99 = 5.0%                                      3.50 to 3.74 = 4.5%                                      3.25 to 3.49 = 4.0%                                      3.00 to 3.24 = 3.5%</p> <p>Employees who are within 3.5% of the top of the range and receive an "Exceeds Standards" or higher rating shall receive a salary increase to the top of the range and will be eligible, at the discretion of the City Manager, for a non-recurring salary payment equal to 3.5% less the percentage adjustment made to bring the employee to the top of the range.</p> <p>Employees at the top of the salary range who receive an "Exceeds Standards" rating will receive a one-time non-recurring 3.5% of salary payment.</p> <p>Employees who receive an "Exemplary Performance" rating will receive a one-time non-recurring 3.5% of salary payment, plus one (1) discretionary day in addition to the performance based increase. Discretionary days off do not have a cash value.</p>	<p><b>For the period of July 1, 2014 through June 30, 2015:</b>            Exemplary: 4.50 to 5.00 = 5.5% plus one discretionary day            Exceeds Standard: 4.00 to 4.49 = 5.5%            Meets Standard: 3.75 to 3.99 = 4.5%                                      3.50 to 3.74 = 4.0%                                      3.25 to 3.49 = 3.5%                                      3.00 to 3.24 = 3.0%</p> <p><b>For the period of July 1, 2015 through June 30, 2018:</b>            Exemplary: 4.50 to 5.00 = 6.5% plus one discretionary day            Exceeds Standard: 4.00 to 4.49 = 6.5%            Meets Standard: 3.75 to 3.99 = 5.5%                                      3.50 to 3.74 = 5.0%                                      3.25 to 3.49 = 4.5%                                      3.00 to 3.24 = 4.0%</p> <p>Employees who are within 3.5% of the top of the range and receive an "Exceeds Standards" or higher rating, shall receive a salary increase to the top of the range and will be eligible for a non-recurring salary payment equal to 3.5% less the percentage adjustment made to bring the employee to the top of the range.</p> <p>Employees at the top of the salary range receiving an Exceeds Standards rating will receive a one-time non-recurring 3.5% of salary payment.</p> <p>Employees at the top of the salary range receiving an Exemplary rating will receive a one-time non-recurring 3.5% of salary payment, plus one discretionary day in addition to the performance based increase. Discretionary days off do not have a cash value.</p>

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<b>Medical Insurance</b>	<p>Medical coverage is provided for employees and dependents through CalPERS under the Public Employees Medical and Hospital Care Act (PEMHCA). Coverage is effective the 1st of the month following the City's receipt of the enrollment documents. The City will contribute an amount equal to the CalPERS Kaiser Bay Area Premium each year.</p> <p><b>The City's Monthly Contribution rates for 2015:</b></p> <p style="padding-left: 40px;">Single Party = \$714.45  Two Party = \$1,428.90  Family (3 or more) = \$1,857.57</p> <p>Employees electing enrollment in a CALPERS medical plan with premium rates greater than the Kaiser CALPERS Bay Area premium rates shall contribute the difference between the Kaiser CALPERS Bay Area plan for the coverage level elected and the actual premium cost of the medical plan selected for the coverage level elected</p>	<p>Medical coverage is provided for employees and dependents through CalPERS under the Public Employees Medical and Hospital Care Act (PEMHCA). Coverage is effective the 1st of the month following the City's receipt of the enrollment documents. The City will contribute an amount equal to the CalPERS Kaiser Bay Area Premium each year.</p> <p><b>The City's Monthly Contribution rates for 2015:</b></p> <p style="padding-left: 40px;">Single Party = \$714.45  Two Party = \$1,428.90  Family (3 or more) = \$1,857.57</p> <p>Employees electing enrollment in a CALPERS medical plan with premium rates greater than the Kaiser CALPERS Bay Area premium rates shall contribute the difference between the Kaiser CALPERS Bay Area plan for the coverage level elected and the actual premium cost of the medical plan selected for the coverage level elected</p>	<p>Medical coverage is provided for employees and dependents through CalPERS under the Public Employees Medical and Hospital Care Act (PEMHCA). Coverage is effective the 1st of the month following the City's receipt of the enrollment documents. The City will contribute an amount equal to the CalPERS Kaiser Bay Area Premium each year.</p> <p><b>The City's Monthly Contribution rates for 2015:</b></p> <p style="padding-left: 40px;">Single Party = \$714.45  Two Party = \$1,428.90  Family (3 or more) = \$1,857.57</p> <p>Employees electing enrollment in a CALPERS medical plan with premium rates greater than the Kaiser CALPERS Bay Area premium rates shall contribute the difference between the Kaiser CALPERS Bay Area plan for the coverage level elected and the actual premium cost of the medical plan selected for the coverage level elected</p>
<b>Dental Insurance</b> Delta Dental  <b>2015 Monthly Rates:</b> Employee \$ 60.37 Two-Party \$105.94 Family \$177.90	<p>The City offers one dental plan for all employee groups through Delta Dental which the City pays 100% of the benefit for employee and all eligible dependents.</p> <p>Employees beginning employment on the first (1) through the fourteenth (14) day of the month inclusive shall have coverage from the date of employment.</p> <p>Employees beginning work on the fifteenth (15) through the last day of the month inclusive shall have coverage beginning with the first day of the following month.</p>	<p>The City offers one dental plan for all employee groups through Delta Dental which the City pays 100% of the benefit for employee and all eligible dependents.</p> <p>Employees beginning employment on the first (1) through the fourteenth (14) day of the month inclusive shall have coverage from the date of employment.</p> <p>Employees beginning work on the fifteenth (15) through the last day of the month inclusive shall have coverage beginning with the first day of the following month.</p>	<p>The City offers one dental plan for all employee groups through Delta Dental which the City pays 100% of the benefit for employee and all eligible dependents.</p> <p>Employees beginning employment on the first (1) through the fourteenth (14) day of the month inclusive shall have coverage from the date of employment.</p> <p>Employees beginning work on the fifteenth (15) through the last day of the month inclusive shall have coverage beginning with the first day of the following month.</p>

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<b>Benefits Categories</b>	<b>Unrepresented Miscellaneous Employees</b>	<b>SEIU Local 1021</b>	<b>Police Officers' Association (POA)</b>
<b>Vision Insurance</b> Medical Eye Services (MES)  <b>2015 Monthly Rates:</b> Employee \$ 10.05 Two-Party \$ 19.41 Family \$ 24.09	<p>The City offers one vision plan for all employee groups through Medical Eye Services (MES) which the City pays 100% of the benefit for employee and all eligible dependents.</p> <p>Employees beginning employment on the first (1) through the fourteenth (14) day of the month inclusive shall have coverage from the date of employment.</p> <p>Employees beginning work on the fifteenth (15) through the last day of the month inclusive shall have coverage beginning with the first day of the following month.</p>	<p>The City offers one vision plan for all employee groups through Medical Eye Services (MES) which the City pays 100% of the benefit for employee and all eligible dependents.</p> <p>Employees beginning employment on the first (1) through the fourteenth (14) day of the month inclusive shall have coverage from the date of employment.</p> <p>Employees beginning work on the fifteenth (15) through the last day of the month inclusive shall have coverage beginning with the first day of the following month.</p>	<p>The City offers one vision plan for all employee groups through Medical Eye Services (MES) which the City pays 100% of the benefit for employee and all eligible dependents.</p> <p>Employees beginning employment on the first (1) through the fourteenth (14) day of the month inclusive shall have coverage from the date of employment.</p> <p>Employees beginning work on the fifteenth (15) through the last day of the month inclusive shall have coverage beginning with the first day of the following month.</p>
<b>Opt-Out for Medical and/or Dental</b> (upon proof of other coverage)	<p>The opt-out rates will be as follows, based on the employee's status and eligibility during the active benefit plan year, in accordance with Internal Revenue Code timelines and qualifying events:</p> <p>Employee Rate:            Medical \$200+/- dental \$50 = \$250/monthly maximum</p> <p>Two-party Rate:            Medical \$300+/- dental \$75 = \$375/monthly maximum</p> <p>Family Rate:            Medical \$400+/- dental \$100 = \$500/monthly maximum</p>	<p>The opt-out rates will be as follows, based on the employee's status and eligibility during the active benefit plan year, in accordance with Internal Revenue Code timelines and qualifying events:</p> <p>Employee Rate:            Medical \$200+/- dental \$50 = \$250/monthly maximum</p> <p>Two-party Rate:            Medical \$300+/- dental \$75 = \$375/monthly maximum</p> <p>Family Rate:            Medical \$400+/- dental \$100 = \$500/monthly maximum</p>	<p>The opt-out rates will be as follows, based on the employee's status and eligibility during the active benefit plan year, in accordance with Internal Revenue Code timelines and qualifying events:</p> <p>Employee Rate:            Medical \$358+/- dental \$50 = \$408/monthly maximum</p> <p>Two-party Rate:            Medical \$715+/- dental \$75 = \$790/monthly maximum</p> <p>Family Rate:            Medical \$929+/- dental \$100 = \$1029/monthly maximum</p>
<b>Employee Assistance Program (EAP)</b> Magellan Health Services	<p>The City offers employee counseling and legal assistance benefits through Magellan Health Services for employees and all eligible dependents. It is City paid at 100%.</p>	<p>The City offers employee counseling and legal assistance benefits through Magellan Health Services for employees and all eligible dependents. It is City paid at 100%.</p>	<p>The City offers employee counseling and legal assistance benefits through Magellan Health Services for employees and all eligible dependents. It is City paid at 100%.</p>

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<p><b>CalPERS Retirement</b></p> <p><b>NOTE: Sworn Safety Employees not covered under the Police Officers' Association follow the POA provisions for CalPERS Retirement</b></p>	<p><b>For non-sworn employees hired before November 19, 2012:</b></p> <p><b>2.7% @ 55</b></p> <p>Member contribution is 8% of salary which the City pays 100% (EPMC) and the employee reimburses the City 6% of salary (to be implemented within FY 15/16).</p> <p>The employer share is currently 14.661%; One Year Final Compensation; 1959 Survivor Benefit Level 4</p> <p><b>For non-sworn employees hired after November 19, 2012 that are new into the CalPERS retirement system:</b></p> <p><b>2% @ 60</b></p> <p>Member contribution is 7% of salary which City pays 100% (EPMC) and the employee reimburses the City 7% of salary.</p> <p>The employer share is currently 14.661%; Three Year Final Compensation; 1959 Survivor Benefit Level 4</p> <p><b>For non-sworn employees hired after January 1, 2013 that are new into the CalPERS retirement system:</b></p> <p><b>2% @ 62</b></p> <p>Member contribution is 6.25% of salary which is paid by the employee.</p> <p>The employer share is currently 14.661%; Three Year Final Compensation; 1959 Survivor Benefit Level 4</p>	<p><b>For non-sworn employees hired before November 19, 2012:</b></p> <p><b>2.7% @ 55</b></p> <p>Member contribution is 8% of salary which the City pays 100% (EPMC) and the employee reimburses the City 6% of salary (to be implemented within FY 15/16).</p> <p>The employer share is currently 14.661%; One Year Final Compensation; 1959 Survivor Benefit Level 4</p> <p><b>For non-sworn employees hired after November 19, 2012 that are new into the CalPERS retirement system:</b></p> <p><b>2% @ 60</b></p> <p>Member contribution is 7% of salary which City pays 100% (EPMC) and the employee reimburses the City 7% of salary.</p> <p>The employer share is currently 14.661%; Three Year Final Compensation; 1959 Survivor Benefit Level 4</p> <p><b>For non-sworn employees hired after January 1, 2013 that are new into the CalPERS retirement system:</b></p> <p><b>2% @ 62</b></p> <p>Member contribution is 6.25% of salary which is paid by the employee.</p> <p>The employer share is currently 14.661%; Three Year Final Compensation; 1959 Survivor Benefit Level 4</p>	<p><b>For non-sworn employees hired before November 19, 2012:</b></p> <p><b>3% @ 50</b></p> <p>Member contribution is 9% of salary which the City pays 100% (EPMC) and the employee reimburses the City 6% of salary (to be implemented within FY 15/16).</p> <p>The employer share is currently 20.23%; One Year Final Compensation; 1959 Survivor Benefit Level 4</p> <p><b>For non-sworn employees hired after November 19, 2012 that are new into the CalPERS retirement system:</b></p> <p><b>3% @ 55</b></p> <p>Member contribution is 9% of salary which City pays 100% (EPMC) and the employee reimburses the City 9% of salary.</p> <p>The employer share is currently 17.295%; Three Year Final Compensation; 1959 Survivor Benefit Level 4</p> <p><b>For sworn safety employees hired after January 1, 2013 that are new into the CalPERS retirement system:</b></p> <p><b>2.7% @ 57</b></p> <p>Member contribution is 12.25% of salary which is paid by the employee.</p> <p>The employer share is currently 11.923%; Three Year Final Compensation; 1959 Survivor Benefit Level 4</p>

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<p><b>Retiree Medical</b>  <b>Pre-Medicare Eligible</b></p> <p><b>NOTE: Sworn Safety Employees not covered under the Police Officers' Association follow the POA provisions for Retiree Medical</b></p>	<p>Employees are eligible for retiree health benefits under the CalPERS PEMHCA minimum employer contribution provision if they retire from the City on or after age 50. Employees are also eligible for additional retiree medical benefits if they have met the minimum vesting period required, as follows:</p> <p><b>For employees hired before July 1, 2006</b>, medical, dental and vision premium payments shall be made on behalf of the employee plus a spouse/registered domestic partner who retires from the City of San Ramon based on the following vesting schedule:</p> <p>0 - 3 years of service = No payment            4 to 7 years of service = 50% of the cost of premiums            8 to 11 years of service = 75% of the cost of premiums            12+ years of service = 100% of the cost of premiums</p> <p><b>For employees hired after July 1, 2006</b>, medical, dental and vision premium payments shall be made on behalf of the employee only who retires from the City of San Ramon based on the following vesting schedule:</p> <p>0 - 4 years of service = No payment            5 years of service = 25% of the cost of premiums            Each additional service year = +5%            20 or more years of service = 100% of the cost of premiums</p> <p><b>For employees hired after July 1, 2014</b>, the City will contribute an amount equal to 3% of the employee's salary to a Retirement Health Savings Plan with ICMA while employed with the City to be used to pay for medical, dental, and/or vision costs.</p>	<p>Employees are eligible for retiree health benefits under the CalPERS PEMHCA minimum employer contribution provision if they retire from the City on or after age 50. Employees are also eligible for additional retiree medical benefits if they have met the minimum vesting period required, as follows:</p> <p><b>For employees hired before July 1, 2006</b>, medical, dental and vision premium payments shall be made on behalf of the employee plus a spouse/registered domestic partner who retires from the City of San Ramon based on the following vesting schedule:</p> <p>0 - 3 years of service = No payment            4 to 7 years of service = 50% of the cost of premiums            8 to 11 years of service = 75% of the cost of premiums            12+ years of service = 100% of the cost of premiums</p> <p><b>For employees hired after July 1, 2006</b>, medical, dental and vision premium payments shall be made on behalf of the employee only who retires from the City of San Ramon based on the following vesting schedule:</p> <p>0 - 4 years of service = No payment            5 years of service = 25% of the cost of premiums            Each additional service year = +5%            20 or more years of service = 100% of the cost of premiums</p> <p><b>For employees hired after July 1, 2014</b>, the City will contribute an amount equal to 3% of the employee's salary to a Retirement Health Savings Plan with ICMA while employed with the City to be used to pay for medical, dental, and/or vision costs.</p>	<p>Employees are eligible for retiree health benefits under the CalPERS PEMHCA minimum employer contribution provision if they retire from the City on or after age 50. Employees are also eligible for additional retiree medical benefits if they have met the minimum vesting period required, as follows:</p> <p><b>For employees hired before July 1, 2006</b>, medical, dental and vision premium payments shall be made on behalf of the employee plus a spouse/registered domestic partner who retires from the City of San Ramon based on the following vesting schedule:</p> <p>0 - 3 years of service = No payment            4 to 7 years of service = 50% of the cost of premiums            8 to 11 years of service = 75% of the cost of premiums            12+ years of service = 100% of the cost of premiums</p> <p><b>For employees hired after July 1, 2007</b>, medical, dental and vision premium payments shall be made on behalf of the employee only who retires from the City of San Ramon based on the following vesting schedule:</p> <p>0 - 4 years of service = No payment            5 years of service = 25% of the cost of premiums            Each additional service year = +5%            20 or more years of service = 100% of the cost of premiums</p> <p><b>For employees hired after July 1, 2014</b>, the City will contribute an amount equal to 4% of the employee's salary to a Retirement Health Savings Plan with ICMA while employed with the City to be used to pay for medical, dental, and/or vision costs.</p>

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<p><b>Medicare Eligible Retirees</b>  <b>(For employees hired prior to July 1, 2014 only)</b></p>	<p>San Ramon City Council Resolution 2007 – 189 provides that retirees may receive a reimbursement up to \$402 (2015 rate) per month adjusted annually by 2% (in some cases an additional \$402 per month for a spouse) to purchase a Medicare supplemental insurance policy and to pay for dental and vision coverage.</p> <p>Upon reaching Medicare eligibility, and contingent upon continued enrollment in the CALPERS Medical Insurance program, the City will reimburse the eligible retiree the difference between the amount the retiree is eligible to receive to purchase a Medicare Supplement and other available health benefits and the CalPERS “employer minimum share.”</p>	<p>San Ramon City Council Resolution 2007 – 189 provides that retirees may receive a reimbursement up to \$402 (2015 rate) per month adjusted annually by 2% (in some cases an additional \$402 per month for a spouse) to purchase a Medicare supplemental insurance policy and to pay for dental and vision coverage.</p> <p>Upon reaching Medicare eligibility, and contingent upon continued enrollment in the CALPERS Medical Insurance program, the City will reimburse the eligible retiree the difference between the amount the retiree is eligible to receive to purchase a Medicare Supplement and other available health benefits and the CalPERS “employer minimum share.”</p>	<p>San Ramon City Council Resolution 2007 – 189 provides that retirees may receive a reimbursement up to \$402 (2015 rate) per month adjusted annually by 2% (in some cases an additional \$402 per month for a spouse) to purchase a Medicare supplemental insurance policy and to pay for dental and vision coverage.</p> <p>Upon reaching Medicare eligibility, and contingent upon continued enrollment in the CALPERS Medical Insurance program, the City will reimburse the eligible retiree the difference between the amount the retiree is eligible to receive to purchase a Medicare Supplement and other available health benefits and the CalPERS “employer minimum share.”</p>
<p><b>Deferred Comp (457)</b>            ICMA-RC</p>	<p>The City offers optional participation at the employee’s cost in the ICMA-RC Deferred Compensation 457 Plan.</p>	<p>The City offers optional participation at the employee’s cost in the ICMA-RC Deferred Compensation 457 Plan.</p>	<p>The City offers optional participation at the employee’s cost in the ICMA-RC Deferred Compensation 457 Plan.</p>
<p><b>Section 125 Flexible Spending Reimbursement Accounts</b></p>	<p>Voluntary pre-tax employee contributions up to \$2,550/year for health care expenses and up to \$5,000/year for dependent care expenses.</p> <p>The City shall make an annual contribution (January 1 of each year) of \$500 to the flexible medical spending account for each employee. Any employee hired after January 1 shall have a prorated amount contributed into the flexible medical spending account in the employee’s name.</p>	<p>Voluntary pre-tax employee contributions up to \$2,550/year for health care expenses and up to \$5,000/year for dependent care expenses.</p> <p>The City shall make an annual contribution (January 1 of each year) of \$500 to the flexible medical spending account for each employee. Any employee hired after January 1 shall have a prorated amount contributed into the flexible medical spending account in the employee’s name.</p>	<p>Voluntary pre-tax employee contributions up to \$2,550/year for health care expenses and up to \$5,000/year for dependent care expenses.</p> <p>The City shall make an annual contribution (January 1 of each year) of \$500 to the flexible medical spending account for each employee. Any employee hired after January 1 shall have a prorated amount contributed into the flexible medical spending account in the employee’s name.</p>

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Benefits Categories	Unrepresented Miscellaneous Employees	SEIU Local 1021	Police Officers' Association (POA)
<b>Life Insurance</b>	<p>The City shall provide to each employee an employer-paid life insurance policy with maintenance of the same levels of coverage as currently exist, which is two times employee's base annual salary. Employees shall be eligible for coverage upon effective appointment date according to the following schedule:</p> <p>Employees beginning employment on the first (1) through the fourteenth (14) day of the month inclusive shall have coverage from the date of employment.</p> <p>Employees beginning work on the fifteenth (15) through the last day of the month inclusive shall have coverage beginning with the first day of the following month.</p>	<p>The City shall provide to each employee an employer-paid life insurance policy with maintenance of the same levels of coverage as currently exist, which is two times employee's base annual salary. Employees shall be eligible for coverage upon effective appointment date according to the following schedule:</p> <p>Employees beginning employment on the first (1) through the fourteenth (14) day of the month inclusive shall have coverage from the date of employment.</p> <p>Employees beginning work on the fifteenth (15) through the last day of the month inclusive shall have coverage beginning with the first day of the following month.</p>	<p>The City shall provide to each employee an employer-paid life insurance policy with maintenance of the same levels of coverage as currently exist, which is two times employee's base annual salary. Employees shall be eligible for coverage upon effective appointment date according to the following schedule:</p> <p>Employees beginning employment on the first (1) through the fourteenth (14) day of the month inclusive shall have coverage from the date of employment.</p> <p>Employees beginning work on the fifteenth (15) through the last day of the month inclusive shall have coverage beginning with the first day of the following month.</p>
<b>Voluntary (additional) Life Insurance</b>	There is an option to purchase additional supplemental life insurance at the employee's cost.	There is an option to purchase additional supplemental life insurance at the employee's cost.	There is an option to purchase additional supplemental life insurance at the employee's cost.
<b>Long-Term Disability</b>	<p>Paid 100% by City. Non-sworn employees that work at least 30 hours per week qualify for this benefit:</p> <p>66 2/3% of pre-disability earnings, 90 day waiting period, monthly maximum of \$10,000.</p> <p><b>Sworn Safety personnel only:</b> 80% of pre-disability earnings, 30 day waiting period, monthly maximum of \$9,500.</p>	<p>Paid 100% by City. Non-sworn employees that work at least 30 hours per week qualify for this benefit:</p> <p>66 2/3% of pre-disability earnings, 90 day waiting period, monthly maximum of \$10,000.</p>	<p>Paid 100% by City. All sworn safety personnel qualify for this benefit.</p> <p>80% of pre-disability earnings, 30 day waiting period, monthly maximum of \$9,500.</p>
<b>Short-Term Disability</b>	<p>Paid 100% by City. Non-sworn employees that work at least 30 hours per week qualify for this benefit.</p> <p>66 2/3% of pre-disability earnings, 30-day waiting period, weekly maximum of \$2,310.</p>	<p>Paid 100% by City. Non-sworn employees that work at least 30 hours per week qualify for this benefit.</p> <p>66 2/3% of pre-disability earnings, 30-day waiting period, weekly maximum of \$2,310.</p>	N/A
<b>Adoption Benefit</b>	Adoption benefits will be provided to all employees. An employee who adopts a child will be eligible to receive reimbursement from the City for fifty percent (50%) of the costs related to the adoption up to a maximum reimbursement of five thousand dollars (\$5,000).	Adoption benefits will be provided to all employees. An employee who adopts a child will be eligible to receive reimbursement from the City for fifty percent (50%) of the costs related to the adoption up to a maximum reimbursement of five thousand dollars (\$5,000).	Adoption benefits will be provided to all employees. An employee who adopts a child will be eligible to receive reimbursement from the City for fifty percent (50%) of the costs related to the adoption up to a maximum reimbursement of five thousand dollars (\$5,000).

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**City of San Ramon**  
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Benefits Categories	Unrepresented Miscellaneous Employees	SEIU Local 1021	Police Officers' Association (POA)
<b>Social Security / Medicare</b>	The City does not participate in Social Security except for the required Medicare portion, which equals a 1.45% employee contribution and a matching contribution by the City.	The City does not participate in Social Security except for the required Medicare portion, which equals a 1.45% employee contribution and a matching contribution by the City.	The City does not participate in Social Security except for the required Medicare portion, which equals a 1.45% employee contribution and a matching contribution by the City.
<b>Holidays</b>	The City recognizes ten and a half (10.5) federal holidays and two (2) discretionary holidays for pay purposes.	The City recognizes ten and a half (10.5) federal holidays and two (2) discretionary holidays for pay purposes.	The City recognizes ten and a half (10.5) federal holidays and two (2.5) discretionary holidays for pay purposes.
<b>Vacation Leave</b>	<p>Years 1 - 4 = 12 days per year            Years 5 - 9 = 15 days per year            Years 10 - 14 = 20 days per year            Years 15+ = 22 days per year</p> <p>Regular part-time employees accrue vacation in an amount proportionate to the ratio of scheduled hours of work per week. Maximum vacation accrual is equal to two times the annual accrual. Upon Separation from the City, vacation is paid at the employees' base rate of pay.</p>	<p>Years 1 - 4 = 12 days per year            Years 5 - 9 = 15 days per year            Years 10 - 14 = 20 days per year            Years 15+ = 22 days per year</p> <p>Regular part-time employees accrue vacation in an amount proportionate to the ratio of scheduled hours of work per week. Maximum vacation accrual is equal to two times the annual accrual. Upon Separation from the City, vacation is paid at the employees' base rate of pay.</p>	<p>Years 1 - 4 = 12 days per year            Years 5 - 9 = 15 days per year            Years 10 - 14 = 20 days per year            Years 15+ = 22 days per year</p> <p>Regular part-time employees accrue vacation in an amount proportionate to the ratio of scheduled hours of work per week. Maximum vacation accrual is equal to two times the annual accrual. Upon Separation from the City, vacation is paid at the employees' base rate of pay.</p>
<b>Sick Leave</b>	<p>Sick leave is accrued at 7.5 hours per calendar month for each month that a regular full-time employee has worked. Regular part-time employees shall accrue sick leave in proportion to actual work hours per week. Sick leave may be accumulated without limit for use purposes.</p> <p>Effective July 1, 2015, in accordance with the Paid Sick Leave Law, temporary employees who work 30 or more days per year are eligible for paid sick leave.</p> <p>Eligible temporary employees will be provided with 24 hours of paid sick leave upon hire and annually thereafter with no carryover of unused sick leave hours from the previous year. New hires will be able to utilize paid sick leave after the 90th day of employment.</p>	<p>Sick leave is accrued at 7.5 hours per calendar month for each month that a regular full-time employee has worked. Regular part-time employees shall accrue sick leave in proportion to actual work hours per week. Sick leave may be accumulated without limit for use purposes.</p> <p>Effective July 1, 2015, in accordance with the Paid Sick Leave Law, temporary employees who work 30 or more days per year are eligible for paid sick leave.</p> <p>Eligible temporary employees will be provided with 24 hours of paid sick leave upon hire and annually thereafter with no carryover of unused sick leave hours from the previous year. New hires will be able to utilize paid sick leave after the 90th day of employment.</p>	<p>Sick leave is accrued at 7.5 hours per calendar month for each month that a regular full-time employee has worked. Regular part-time employees shall accrue sick leave in proportion to actual work hours per week. Sick leave may be accumulated without limit for use purposes.</p> <p>Effective July 1, 2015, in accordance with the Paid Sick Leave Law, temporary employees who work 30 or more days per year are eligible for paid sick leave.</p> <p>Eligible temporary employees will be provided with 24 hours of paid sick leave upon hire and annually thereafter with no carryover of unused sick leave hours from the previous year. New hires will be able to utilize paid sick leave after the 90th day of employment.</p>

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Benefits Categories	Unrepresented Miscellaneous Employees	SEIU Local 1021	Police Officers' Association (POA)																																													
<b>Annual Sick Leave Conversion for Active Employees</b>	<p>Up to a maximum of seventy-five (75) hours of accrued sick leave may be converted to cash annually, based upon the ratios below:</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><u>Hours</u></th> <th style="text-align: center;"><u>Conversion</u></th> <th style="text-align: center;"><u>Max</u></th> </tr> <tr> <th style="text-align: left;"><u>Service Requirement</u></th> <th style="text-align: center;"><u>Ratio</u></th> <th style="text-align: center;"><u>to Cash</u></th> </tr> </thead> <tbody> <tr> <td>Less than 5 years of uninterrupted service</td> <td style="text-align: center;">25%</td> <td style="text-align: center;">18.75</td> </tr> <tr> <td>5 to 10 years of uninterrupted service</td> <td style="text-align: center;">33%</td> <td style="text-align: center;">24.75</td> </tr> <tr> <td>More than 10 years of uninterrupted service</td> <td style="text-align: center;">50%</td> <td style="text-align: center;">37.50</td> </tr> </tbody> </table> <p>An alternative option to the Sick Leave conversion is a deferred compensation contribuion. Employees may elect to convert one (1) week of accrued sick leave at 100% to the ICMA-RC 457 plan. This would be in-lieu of the cash-in option.</p>	<u>Hours</u>	<u>Conversion</u>	<u>Max</u>	<u>Service Requirement</u>	<u>Ratio</u>	<u>to Cash</u>	Less than 5 years of uninterrupted service	25%	18.75	5 to 10 years of uninterrupted service	33%	24.75	More than 10 years of uninterrupted service	50%	37.50	<p>Up to a maximum of seventy-five (75) hours of accrued sick leave may be converted to cash annually, based upon the ratios below:</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><u>Hours</u></th> <th style="text-align: center;"><u>Conversion</u></th> <th style="text-align: center;"><u>Max</u></th> </tr> <tr> <th style="text-align: left;"><u>Service Requirement</u></th> <th style="text-align: center;"><u>Ratio</u></th> <th style="text-align: center;"><u>to Cash</u></th> </tr> </thead> <tbody> <tr> <td>Less than 5 years of uninterrupted service</td> <td style="text-align: center;">25%</td> <td style="text-align: center;">18.75</td> </tr> <tr> <td>5 to 10 years of uninterrupted service</td> <td style="text-align: center;">33%</td> <td style="text-align: center;">24.75</td> </tr> <tr> <td>More than 10 years of uninterrupted service</td> <td style="text-align: center;">50%</td> <td style="text-align: center;">37.50</td> </tr> </tbody> </table> <p>An alternative option to the Sick Leave conversion is a deferred compensation contribuion. Employees may elect to convert one (1) week of accrued sick leave at 100% to the ICMA-RC 457 plan. This would be in-lieu of the cash-in option.</p>	<u>Hours</u>	<u>Conversion</u>	<u>Max</u>	<u>Service Requirement</u>	<u>Ratio</u>	<u>to Cash</u>	Less than 5 years of uninterrupted service	25%	18.75	5 to 10 years of uninterrupted service	33%	24.75	More than 10 years of uninterrupted service	50%	37.50	<p>Up to a maximum of seventy-five (75) hours of accrued sick leave may be converted to cash annually, based upon the ratios below:</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><u>Hours</u></th> <th style="text-align: center;"><u>Conversion</u></th> <th style="text-align: center;"><u>Max</u></th> </tr> <tr> <th style="text-align: left;"><u>Service Requirement</u></th> <th style="text-align: center;"><u>Ratio</u></th> <th style="text-align: center;"><u>to Cash</u></th> </tr> </thead> <tbody> <tr> <td>Less than 5 years of uninterrupted service</td> <td style="text-align: center;">25%</td> <td style="text-align: center;">18.75</td> </tr> <tr> <td>5 to 10 years of uninterrupted service</td> <td style="text-align: center;">33%</td> <td style="text-align: center;">24.75</td> </tr> <tr> <td>More than 10 years of uninterrupted service</td> <td style="text-align: center;">50%</td> <td style="text-align: center;">37.50</td> </tr> </tbody> </table> <p>An alternative option to the Sick Leave conversion is a deferred compensation contribuion. Employees may elect to convert one (1) week of accrued sick leave at 100% to the ICMA-RC 457 plan. This would be in-lieu of the cash-in option.</p>	<u>Hours</u>	<u>Conversion</u>	<u>Max</u>	<u>Service Requirement</u>	<u>Ratio</u>	<u>to Cash</u>	Less than 5 years of uninterrupted service	25%	18.75	5 to 10 years of uninterrupted service	33%	24.75	More than 10 years of uninterrupted service	50%	37.50
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<b>Sick Leave Conversion upon Retirement or Separation</b>	<p>Employees, who wish to convert a portion of their unused sick leave for pay upon retirement, or at resignation or termination of employment in good standing, will be allowed to covert a portion of their unused sick leave as follows:</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><u>Service Requirement</u></th> <th style="text-align: center;"><u>Percentage Allowed</u></th> </tr> </thead> <tbody> <tr> <td>Less than 5 years of uninterrupted service</td> <td style="text-align: center;">25%</td> </tr> <tr> <td>5 to 10 years of uninterrupted service</td> <td style="text-align: center;">33%</td> </tr> <tr> <td>More than 10 years of uninterrupted service</td> <td style="text-align: center;">50%</td> </tr> </tbody> </table> <p>At retirement, the percentage of leave not sold back will be reported to CalPERS for additional service credit (# of hours / 8).</p>	<u>Service Requirement</u>	<u>Percentage Allowed</u>	Less than 5 years of uninterrupted service	25%	5 to 10 years of uninterrupted service	33%	More than 10 years of uninterrupted service	50%	<p>Employees, who wish to convert a portion of their unused sick leave for pay upon retirement, or at resignation or termination of employment in good standing, will be allowed to covert a portion of their unused sick leave as follows:</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><u>Service Requirement</u></th> <th style="text-align: center;"><u>Percentage Allowed</u></th> </tr> </thead> <tbody> <tr> <td>Less than 5 years of uninterrupted service</td> <td style="text-align: center;">25%</td> </tr> <tr> <td>5 to 10 years of uninterrupted service</td> <td style="text-align: center;">33%</td> </tr> <tr> <td>More than 10 years of uninterrupted service</td> <td style="text-align: center;">50%</td> </tr> </tbody> </table> <p>At retirement, the percentage of leave not sold back will be reported to CalPERS for additional service credit (# of hours / 8).</p>	<u>Service Requirement</u>	<u>Percentage Allowed</u>	Less than 5 years of uninterrupted service	25%	5 to 10 years of uninterrupted service	33%	More than 10 years of uninterrupted service	50%	<p>Employees, who wish to convert a portion of their unused sick leave for pay upon retirement, or at resignation or termination of employment in good standing, will be allowed to covert a portion of their unused sick leave as follows:</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><u>Service Requirement</u></th> <th style="text-align: center;"><u>Percentage Allowed</u></th> </tr> </thead> <tbody> <tr> <td>Less than 5 years of uninterrupted service</td> <td style="text-align: center;">25%</td> </tr> <tr> <td>5 to 10 years of uninterrupted service</td> <td style="text-align: center;">33%</td> </tr> <tr> <td>More than 10 years of uninterrupted service</td> <td style="text-align: center;">50%</td> </tr> </tbody> </table> <p>At retirement, the percentage of leave not sold back will be reported to CalPERS for additional service credit (# of hours / 8).</p>	<u>Service Requirement</u>	<u>Percentage Allowed</u>	Less than 5 years of uninterrupted service	25%	5 to 10 years of uninterrupted service	33%	More than 10 years of uninterrupted service	50%																					
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<b>Compensatory Time (Comp Time)</b>	Maximum accrual of 240 hours (non-exempt employees only).	Maximum accrual of 240 hours (non-exempt employees only).	Maximum accrual of 240 hours (non-exempt employees only).																																													
<b>Bereavement Leave</b>	Up to three (3) working days leave with pay in the event of death in the immediate family of the employee or the employee's spouse if death occurred or services for the deceased are within the State and up to five (5) days if death or services for the deceased are outside of the State.	Up to three (3) working days leave with pay in the event of death in the immediate family of the employee or the employee's spouse if death occurred or services for the deceased are within the State and up to five (5) days if death or services for the deceased are outside of the State.	Up to three (3) working days leave with pay in the event of death in the immediate family of the employee or the employee's spouse if death occurred or services for the deceased are within the State and up to five (5) days if death or services for the deceased are outside of the State.																																													

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<b>Administrative Leave</b> (Exempt Employees Only)	Executive Management employees receive 10 days administrative leave on January 1 of each year. Management/Professional employees receive 7 days administrative leave on January 1 of each year. No employee shall be paid for unused administrative leave.	N/A	N/A

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