

**CITY OF LIVERMORE
BENEFITS SUMMARY**

UPDATED: 9/12/17

BENEFIT	CONFIDENTIAL UNREPRESENTED	EXECUTIVE MANAGEMENT UNREPRESENTED	ASSOCIATION OF LIVERMORE EMPLOYEES	MANAGEMENT GROUP	POLICE OFFICERS ASSOCIATION (Officers & Sergeants)	POLICE MANAGEMENT ASSOCIATION (Lieutenants & Captains)
MOU TERM	N/A	N/A	4/1/17-9/30/21	7/1/17-6/30/21	5/1/17 – 4/30/21	7/1/17 – 6/30/21
SCHEDULED INCREASES	<p><u>COLA</u></p> <p>7/10/17 2.5%</p> <p>7/9/18 2.5%</p> <p>7/8/19 2.5%</p> <p>7/6/20 2.5%</p> <p>Elimination of Admin Leave <u>Longevity Wage Adjustment:</u></p> <p>7/10/17 1.0%</p> <p>7/9/18 1.0%</p> <p>Change in Admin Leave Base Amounts for prospective EE's <u>Wage Adjustment:</u></p> <p>7/10/17 0.5%</p>	<p>12/1/14 8%</p> <p>9/7/15 4%</p> <p>9/5/16 3.5%</p> <p>11/14/16 Base salary increase of \$244/mo due to decrease in City paid deferred comp</p>	<p><u>COLA</u></p> <p>9/4/17 3.0%</p> <p>Lump sum settlement equal to 3% of the monthly base pay in effect 9/3/17 for five pay periods.</p> <p>4/2/18 3.0%</p> <p>4/1/19 2.5%</p> <p>3/30/20 2.5%</p> <p>3/29/21 0.5%</p> <p>Elimination of Personal Leave Longevity for prospective EE's <u>Wage Adjustment:</u></p> <p>9/4/17 0.5%</p> <p>Lump sum settlement equal to 0.5% of the monthly base pay in effect 9/3/17 for five pay per.</p>	<p><u>COLA</u></p> <p>7/10/17 2.5%</p> <p>7/9/18 2.5%</p> <p>7/8/19 2.5%</p> <p>7/6/20 2.5%</p> <p>Elimination of Admin Leave <u>Longevity Wage Adjustment:</u></p> <p>7/10/17 1.0%</p> <p>7/9/18 1.0%</p> <p>Change in Admin Leave Base Amounts for prospective EE's <u>Wage Adjustment:</u></p> <p>7/10/17 0.5%</p>	<p><u>COLA:</u></p> <p>5/1/17 2.5%</p> <p>4/30/18 2.5%</p> <p>4/29/19 2.5%</p> <p>4/27/20 2.5%</p> <p><u>Market Equity Adjustments:</u></p> <p>5/1/17 3%</p> <p>12/11/17 2%</p> <p>4/30/18 1%</p> <p>4/29/19 1%</p> <p>4/27/20 1%</p> <p>Elimination of Personal Leave Longevity Wage <u>Adjustment:</u></p> <p>5/1/17 1%</p>	<p><u>COLA</u></p> <p>7/10/17 2.5%</p> <p>4/30/18 2.5%</p> <p>4/29/19 2.5%</p> <p>4/27/20 2.5%</p> <p><u>Market Equity Adjustments:</u></p> <p>7/10/17 Police Lts. 3.0%</p> <p>Police Cpts. 5.0%</p> <p>12/11/17 2.0%</p> <p>4/30/18 2.0%</p> <p>4/29/19 1.0%</p> <p><u>Elimination of Personal Leave:</u></p> <p>7/10/17 1.65%</p> <p>Elimination of Admin Leave <u>Longevity Wage Adjustment:</u></p> <p>7/10/17 1.65%</p>
MEDICAL, DENTAL, VISION, CAFETERIA PLAN	<p><u>Cafeteria Plan – Eff. 12/1/14</u></p> <p>ER max = \$1,950/month</p> <p>Towards medical, dental, vision. Unused portion of City's contribution will be added as taxable income to EE's earnings.</p>	<p><u>Cafeteria Plan – Eff. 8/1/14</u></p> <p>ER max = \$1,950/month</p> <p>Towards medical, dental, vision. Unused portion of City's contribution will be added as taxable income to EE's earnings.</p>	<p><u>Cafeteria Plan – Eff. 1/1/17</u></p> <p>ER max = \$1,950/month</p> <p>Towards medical, dental, vision. Unused portion of City's contribution will be added as taxable income to EE's earnings.</p>	<p><u>Cafeteria Plan – Eff. 12/1/14</u></p> <p>ER max = \$1,950/month</p> <p>Towards medical, dental, vision. Unused portion of City's contribution will be added as taxable income to EE's earnings.</p>	<p><u>Cafeteria Plan –Eff 1/1/16</u></p> <p>ER max = \$1,950/month</p> <p>Towards medical, dental, vision. Unused portion of City's contribution will be added as taxable income to EE's earnings.</p>	<p><u>Cafeteria Plan – Eff. 1/1/15</u></p> <p>ER max = \$1,950/month</p> <p>Towards medical, dental, vision. Unused portion of City's contribution will be added as taxable income to EE's earnings.</p>
LIFE & AD&D ER paid cost per month: \$.181 per \$1,000 \$.247 dependents Voluntary EE paid addit life: \$9.25/mo	<p>\$150,000 EE coverage & \$1,000 dependent coverage</p> <p>EE option to purchase \$25,000 add life & supp life to \$500,000 (not to exceed 5x annual earnings)</p>	<p>\$175,000 EE coverage & \$1,000 dependent coverage</p> <p>EE option to purchase \$25,000 add life & supp life to \$500,000 (not to exceed 5x annual earnings)</p>	<p>FT - \$60,000 EE coverage PT - \$30,000 EE coverage \$1,000 dependent coverage</p> <p>EE option to purchase \$25,000 add life & supp life to \$500,000 (not to exceed 5x annual earnings)</p>	<p>\$150,000 EE coverage & \$1,000 dependent coverage</p> <p>EE option to purchase \$25,000 add life & supp life to \$500,000 (not to exceed 5x annual earnings)</p>	<p>\$80,000 EE coverage & \$1,000 dependent coverage</p> <p>EE option to purchase \$25,000 add life & supp life to \$500,000 (not to exceed 5x annual earnings)</p>	<p>\$100,000 EE coverage & \$1,000 dependent coverage</p> <p>EE option to purchase \$25,000 add life & supp life to \$500,000 (not to exceed 5x annual earnings)</p>
LTD Cost per month: Police \$25.80 ALE \$.34/100 Mgmt \$.34/100 (max. of \$34/mo.)	<p>60% of base monthly earnings to \$6,000/mo. max. ER paid</p> <p>180 day waiting period</p>	<p>60% of base monthly earnings to \$6,000/mo. max. ER paid</p> <p>180 day waiting period</p>	<p>60% of base monthly earnings to \$5,000/mo. max. ER paid</p> <p>180 day waiting period</p>	<p>60% of base monthly earnings to \$6,000/mo. max. ER paid</p> <p>180 day waiting period</p>	<p>66 2/3% of base monthly earnings to \$7,000/mo. max. ER paid - \$25.80/month (Amt. added to base pay and EE pays deduction); 30 day waiting period (60 if WC)</p>	<p>60% of base monthly earnings to \$6,000/mo. max. ER paid</p> <p>180 day waiting period</p>

ER = Employer EE =Employee FT = Full-Time PT = Part-Time

**The information contained in this document is a summary of benefits provided to City of Livermore employees. For specific information, please refer to the applicable bargaining unit agreement or contact the Human Resources Division. Any errors or omissions do not constitute either an expressed or implied contract.*

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LONG TERM CARE INSURANCE	Long Term Care Facility and 100% Home Care to \$8,000/month with 90-day elimination period; 6 year duration (optional – EE paid)	Long Term Care Facility and 100% Home Care to \$3,000/month with 90-day elimination period; 6 year duration (city paid)		Long Term Care Facility and 100% Home Care to \$8,000/month with 90-day elimination period; 6 year duration (optional – EE paid)		
PERS 2017/2018 Rates (Effective 7/1/17) 1 st Tier Misc: 28.089% Safety: 36.89% 2 nd Tier Misc: 28.089% Safety: 16.842% 3 rd Tier (PEPRA) Misc: 28.089% Safety: 12.167%	<p>1st Tier - 2.7% at 55 (EEs hired prior to 12/30/12)</p> <ul style="list-style-type: none"> ▪ Member Rate = 8% EE paid ▪ 1 yr. Final Comp ▪ Sick Leave Credit ▪ 4th Level 59 Survivor Ben. ▪ Military Service Credit <hr/> <p>New City of Livermore EEs are enrolled in the 2% at 60 formula or 2% at 62 formula, depending on eligibility, as per AB 340.</p> <p><u>Effective 12/30/12</u> 2nd Tier – 2% at 60 (Classic PERS Misc Member)</p> <ul style="list-style-type: none"> ▪ Member Rate = 7% EE paid ▪ 36 consecutive months Final Comp ▪ Sick Leave Credit ▪ 4th Level 59 Survivor Ben. ▪ Military Service Credit <p><u>Effective 1/1/13</u> 3rd Tier - 2% at 62 (New PERS Misc Member)</p> <ul style="list-style-type: none"> ▪ Member Rate = 6.25% EE paid ▪ 36 consec. mo. Final Comp ▪ Sick Leave Credit ▪ 4th Level 59 Survivor Ben. ▪ Military Service Credit <hr/> <p><u>For Police Chief</u> Same as Police Officers Association and Police Management Association</p>	<p>1st Tier - 2.7% at 55 (EEs hired prior to 12/30/12)</p> <ul style="list-style-type: none"> ▪ Member Rate = 8% EE paid ▪ 1 yr. 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Final Comp ▪ Sick Leave Credit ▪ 4th Level 59 Survivor Ben. ▪ EPMC as Special Comp ▪ Military Service Credit <hr/> <p>New City of Livermore EEs are enrolled in the 3% at 55 formula or 2.7% at 57 formula, depending on eligibility, as per AB 340.</p> <p><u>Effective 12/30/12</u> 2nd Tier – 3% at 55 (Classic PERS Safety Member)</p> <ul style="list-style-type: none"> ▪ Member Rate = 9% EE paid ▪ 36 consecutive months Final Comp ▪ Sick Leave Credit ▪ 4th Level 59 Survivor Ben. ▪ Military Service Credit <p><u>Effective 1/1/13</u> 3rd Tier - 2.7% at 57 (New PERS Safety Member)</p> <ul style="list-style-type: none"> ▪ Member Rate = 11.5% EE paid ▪ 36 consecutive months Final Comp ▪ Sick Leave Credit ▪ 4th Level 59 Survivor Ben. ▪ Military Service Credit 	<p>1st Tier - 3% at 50 (EEs hired prior to 12/30/12)</p> <ul style="list-style-type: none"> ▪ Member Rate = 9% ▪ 1 yr. 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MEDICARE Hired after 3/31/86	EE paid 1.45% ER paid 1.45%	EE paid 1.45% ER paid 1.45%	EE paid 1.45% ER paid 1.45%	EE paid 1.45% ER paid 1.45%	EE paid 1.45% ER paid 1.45%	EE paid 1.45% ER paid 1.45%																												
RETIREMENT HEALTH SAVINGS (RHS)	EEs hired on or after 2/1/06 shall not be eligible for the retirement reimbursement health benefit and shall be enrolled in the RHS w/City contribution of 4% of base pay into account.	EEs hired after 8/1/14 shall not be eligible for the retirement reimbursement health benefit and shall be enrolled in the RHS w/City contribution of 4% of base pay into account.	EEs hired on or after 4/1/07 shall not be eligible for the retirement reimbursement health benefit and shall be enrolled in the RHS w/City contribution of 4% of base pay into account.	EEs hired on or after 2/1/06 shall not be eligible for the retirement reimbursement health benefit and shall be enrolled in the RHS w/City contribution of 4% of base pay into account.	EEs hired on or after 2/1/07 shall not be eligible for the retirement reimbursement health benefit and shall be enrolled in the RHS w/City contribution of 5% of base pay and a mandatory EE pre-tax contribution of 1% of EE base pay. All members shall have a mandatory EE pre-tax contribution of 1% of base pay.	EEs hired on or after 11/1/12 shall not be eligible for the retirement reimbursement health benefit and shall be enrolled in the RHS w/City contribution of 5% of base pay into account. Any EE promoted into this bargaining unit who was already receiving the RHS shall continue w/RHS.																												
RETIREE HEALTH REIMBURSEMENT	<p>EEs hired on or after 2/1/06 are not eligible for the Retiree Health Reimbursement.</p> <hr/> <p>EE's promoted into Confidential on or after 2/1/06 may elect:</p> <ul style="list-style-type: none"> Continue to receive reimbursement benefit (from prior BU). Time in new class will count toward benefit level; or City paid 4% base monthly salary contributed to RHS. <hr/> <p>EE's hired prior to 2/1/06: For eligible EE who retires from CalPERS w/in 120 days of last day employed w/City and has 5 yrs FT service w/Livermore and a total of 10 yrs in CalPERS (or EE retiring w/CalPERS industrial disability) percent of reimbursement based on the two-party Kaiser (Plan A)</p>	<p>EEs hired on or after 8/1/14 are not eligible for the Retiree Health Reimbursement.</p> <hr/> <p>For eligible EE who retires from CalPERS w/in 120 days of last day employed w/City and has 5 yrs FT service w/Livermore and a total of 10 yrs in CalPERS (or EE retiring w/CalPERS industrial disability) percent of reimbursement based on the two-party Kaiser (Plan A) premium for active EEs.</p> <table border="1"> <thead> <tr> <th>Yrs in CalPERS</th> <th>Reimbursement</th> </tr> </thead> <tbody> <tr> <td>10</td> <td>75%</td> </tr> <tr> <td>15</td> <td>80%</td> </tr> <tr> <td>20</td> <td>90%</td> </tr> <tr> <td>25+</td> <td>100%</td> </tr> </tbody> </table> <p>Reimbursement of actual cost of monthly premium for retiree + 1 dependent not to exceed max</p>	Yrs in CalPERS	Reimbursement	10	75%	15	80%	20	90%	25+	100%	<p>EEs hired on or after 4/1/07 are not eligible for the Retiree Health Reimbursement.</p> <hr/> <p>EEs hired prior to 4/1/07: For eligible EE who retires from CalPERS w/in 120 days of last day employed w/City and has 5 yrs FT service w/Livermore and a total of 10 yrs in CalPERS (or EE retiring w/CalPERS industrial disability) percent of reimbursement based on the two-party Kaiser (Plan A) premium for Active EEs.</p> <table border="1"> <thead> <tr> <th>Yrs in CalPERS</th> <th>Reimbursement</th> </tr> </thead> <tbody> <tr> <td>10</td> <td>70%</td> </tr> <tr> <td>15</td> <td>80%</td> </tr> <tr> <td>20</td> <td>90%</td> </tr> <tr> <td>25+</td> <td>100%</td> </tr> </tbody> </table> <p>Reimbursement of actual cost of monthly premium for retiree + 1 dependent not to exceed</p>	Yrs in CalPERS	Reimbursement	10	70%	15	80%	20	90%	25+	100%	<p>EEs hired on or after 2/1/06 are not eligible for the Retiree Health Reimbursement.</p> <hr/> <p>EE's promoted into Mgmt on or after 2/1/06 may elect:</p> <ul style="list-style-type: none"> Continue to receive reimbursement benefit (from prior BU). Time in new class will count toward benefit level; or City paid 4% base monthly salary contributed to RHS. <hr/> <p>EE's hired prior to 2/1/06: For eligible EE who retires from CalPERS w/in 120 days of last day employed w/City and has 5 yrs FT service w/Livermore and a total of 10 yrs in CalPERS (or EE retiring w/CalPERS industrial disability) percent of reimbursement based on two-party Kaiser (Plan A) premium for active EEs.</p>	<p>EEs hired on or after 2/1/07 are not eligible for the Retiree Health Reimbursement.</p> <hr/> <p>EEs hired prior to 2/1/07: For eligible EE who retires from CalPERS w/in 120 days of last day employed w/City and has 5 yrs FT service w/Livermore and a total of 15 yrs in CalPERS (or agency with CalPERS reciprocity) (or EE retiring w/CalPERS industrial disability) percent of reimbursement based on Kaiser Retiree Plan A premium for EE + 1 dep. will not exceed max amount for medical (exclndg dental) for active EEs.</p> <table border="1"> <thead> <tr> <th>Yrs in CalPERS</th> <th>Reimbursement</th> </tr> </thead> <tbody> <tr> <td>15</td> <td>75%</td> </tr> <tr> <td>20</td> <td>85%</td> </tr> <tr> <td>25+</td> <td>100%</td> </tr> </tbody> </table> <p>Reimbursement of actual</p>	Yrs in CalPERS	Reimbursement	15	75%	20	85%	25+	100%	<p>EEs hired on or after 11/1/12 are not eligible for the Retiree Health Reimbursement.</p> <hr/> <p>For EEs eligible for Retiree Health Reimbursement and hired prior to 11/1/12: For eligible EE who retires from CalPERS w/in 120 days of last day employed w/City and has 5 yrs FT service with Livermore and a total of 15 yrs in CalPERS (or EE retiring w/CalPERS industrial disability) percent of retiree rates for reimbursement based on the following criteria:</p> <p>EE's actively employed as of 8/31/04, percent of reimbursement based on Kaiser (Plan A) premium for retirees, 2-party – no cap. \$1,900.20 for 2017.</p> <p>For EE's promoted into the unit after 9/1/04 and eligible for</p>
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	<p>premium for active EEs.</p> <table border="1"> <tr><th>Yrs in CalPERS</th><th>Reimbursement</th></tr> <tr><td>10</td><td>75%</td></tr> <tr><td>15</td><td>80%</td></tr> <tr><td>20</td><td>90%</td></tr> <tr><td>25+</td><td>100%</td></tr> </table> <p>For EE retiring between 9/1/14 – 6/30/15, reimbursement of actual cost of monthly premium for retiree + 1 dependent based on Kaiser Active Plan A for retiree + 1 dependent.</p> <p>For EE retiring on/after 7/1/15, reimbursement of actual cost of monthly premium based on Kaiser Active Plan A for retiree + 1 dependent not to exceed the maximum dollar amount for active employees.</p> <p>Reimbursement of actual cost of monthly premium for retiree + 1 dependent not to exceed max benefit of \$1,699.30 for 2017.</p>	Yrs in CalPERS	Reimbursement	10	75%	15	80%	20	90%	25+	100%	<p>benefit of \$1,699.30 for 2017.</p> <p>Reimbursement for EEs hired or promoted after 1/10/05 based on above but not to exceed max. City pays for medical (excluding dental) for active EEs.</p> <p>EE's promoted into the Executive Management unit after 8/1/14 who are currently participating in the retirement reimbursement health benefit will be eligible to continue participation.</p>	<p>max benefit of \$1,699.30 for 2017.</p> <p>For EE retiring on/after 1/1/17, reimbursement of \$1,950 or monthly health benefit contribution for active employees, whichever is greater.</p>	<table border="1"> <tr><th>Yrs in CalPERS</th><th>Reimbursement</th></tr> <tr><td>10</td><td>75%</td></tr> <tr><td>15</td><td>80%</td></tr> <tr><td>20</td><td>90%</td></tr> <tr><td>25+</td><td>100%</td></tr> </table> <p>For EE retiring between 9/1/14 – 6/30/15, reimbursement of actual cost of monthly premium for retiree + 1 dependent based on Kaiser Active Plan A for retiree + 1 dependent.</p> <p>For EE retiring on/after 7/1/15, reimbursement of actual cost of monthly premium based on Kaiser Active Plan A for retiree + 1 dependent not to exceed the maximum dollar amount for active employees.</p> <p>Reimbursement of actual cost of monthly premium for retiree + 1 dependent not to exceed max benefit of \$1,699.30 for 2017.</p>	Yrs in CalPERS	Reimbursement	10	75%	15	80%	20	90%	25+	100%	<p>cost of monthly premium for retiree + 1 dependent not to exceed max benefit of \$1,858.30 for 2017.</p> <table border="1"> <tr><th>Yrs in CalPERS</th><th>Reimbursement</th></tr> <tr><td>15</td><td>75%</td></tr> <tr><td>20</td><td>85%</td></tr> <tr><td>25+</td><td>100%</td></tr> </table>	Yrs in CalPERS	Reimbursement	15	75%	20	85%	25+	100%	<p>Retiree Health Benefit in prior unit, percent of reimbursement based on Kaiser (Plan A) premium for retirees, 2-party – not to exceed max City pays for medical (excl. dental) for active \$1,858.30 for 2017.</p> <table border="1"> <tr><th>Yrs in CalPERS</th><th>Reimbursement</th></tr> <tr><td>15</td><td>75%</td></tr> <tr><td>20</td><td>85%</td></tr> <tr><td>25+</td><td>100%</td></tr> </table>	Yrs in CalPERS	Reimbursement	15	75%	20	85%	25+	100%																																														
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<p>VACATION ACCRUAL & CAP</p> <p>For eligible full-time EE. Prorated for 20 and 30 hour EEs.</p>	<table border="1"> <tr><th>Yrs of service</th><th>Accrual per year</th></tr> <tr><td>1</td><td>80.6 hrs</td></tr> <tr><td>2-5</td><td>120.12 hrs</td></tr> <tr><td>6-10</td><td>135.98 hrs</td></tr> <tr><td>11-15</td><td>160.94 hrs</td></tr> <tr><td>16-19</td><td>180.18 hrs</td></tr> <tr><td>20+</td><td>192.4 hrs</td></tr> </table> <p>Max accrual: 350 hours</p>	Yrs of service	Accrual per year	1	80.6 hrs	2-5	120.12 hrs	6-10	135.98 hrs	11-15	160.94 hrs	16-19	180.18 hrs	20+	192.4 hrs	<table border="1"> <tr><th>Yrs of Service</th><th>Accrual per year</th></tr> <tr><td>1</td><td>80.6 hrs</td></tr> <tr><td>2-5</td><td>120.12 hrs</td></tr> <tr><td>6-10</td><td>135.98 hrs</td></tr> <tr><td>11-15</td><td>160.94 hrs</td></tr> <tr><td>16-19</td><td>180.18 hrs</td></tr> <tr><td>20+</td><td>192.4 hrs</td></tr> </table> <p>Max accrual: 400 hours</p>	Yrs of Service	Accrual per year	1	80.6 hrs	2-5	120.12 hrs	6-10	135.98 hrs	11-15	160.94 hrs	16-19	180.18 hrs	20+	192.4 hrs	<table border="1"> <tr><th>Yrs of service</th><th>Accrual per year</th></tr> <tr><td>1</td><td>80.6 hrs</td></tr> <tr><td>2-5</td><td>120.12 hrs</td></tr> <tr><td>6-10</td><td>135.98 hrs</td></tr> <tr><td>11-15</td><td>160.94 hrs</td></tr> <tr><td>16-19</td><td>180.18 hrs</td></tr> <tr><td>20+</td><td>192.4 hrs</td></tr> </table> <p>Max accrual: 320 hours</p>	Yrs of service	Accrual per year	1	80.6 hrs	2-5	120.12 hrs	6-10	135.98 hrs	11-15	160.94 hrs	16-19	180.18 hrs	20+	192.4 hrs	<table border="1"> <tr><th>Yrs of service</th><th>Accrual per year</th></tr> <tr><td>1</td><td>80.6 hrs</td></tr> <tr><td>2-5</td><td>120.12 hrs</td></tr> <tr><td>6-10</td><td>135.98 hrs</td></tr> <tr><td>11-15</td><td>160.94 hrs</td></tr> <tr><td>16-19</td><td>180.18 hrs</td></tr> <tr><td>20+</td><td>192.4 hrs</td></tr> </table> <p>Max accrual: 350 hours</p>	Yrs of service	Accrual per year	1	80.6 hrs	2-5	120.12 hrs	6-10	135.98 hrs	11-15	160.94 hrs	16-19	180.18 hrs	20+	192.4 hrs	<table border="1"> <tr><th>Yrs of service</th><th>Accrual per year</th></tr> <tr><td>1-4</td><td>102.96 hrs.</td></tr> <tr><td>5-11</td><td>137.28 hrs</td></tr> <tr><td>12-14</td><td>171.60 hrs</td></tr> <tr><td>15-16</td><td>188.50 hrs</td></tr> <tr><td>17+</td><td>205.66 hrs.</td></tr> </table> <p>Max accrual: 315 hours</p>	Yrs of service	Accrual per year	1-4	102.96 hrs.	5-11	137.28 hrs	12-14	171.60 hrs	15-16	188.50 hrs	17+	205.66 hrs.	<table border="1"> <tr><th>Yrs of service</th><th>Accrual per year</th></tr> <tr><td>1</td><td>80.6 hrs</td></tr> <tr><td>2-5</td><td>120.12 hrs</td></tr> <tr><td>6-10</td><td>135.98 hrs</td></tr> <tr><td>11-15</td><td>160.94 hrs</td></tr> <tr><td>16-19</td><td>180.18 hrs</td></tr> <tr><td>20+</td><td>192.4 hrs</td></tr> </table> <p>Max accrual: 350 hours</p>	Yrs of service	Accrual per year	1	80.6 hrs	2-5	120.12 hrs	6-10	135.98 hrs	11-15	160.94 hrs	16-19	180.18 hrs	20+	192.4 hrs
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HOLIDAYS & HOLIDAY-IN-LIEU PAY	<u>Holidays</u> 12 observed holidays	<u>Holidays</u> <u>12 observed holidays</u>	<u>Holidays</u> 12 observed holidays or in lieu day off or if works 2.5 times pay. <u>Holiday-In-Lieu Pay</u> 7.5% of base paid per pay period.	<u>Holidays</u> 12 observed holidays	<u>Holiday-In-Lieu Pay</u> 7.5% of base paid per pay period.	<u>Holiday-In-Lieu Pay (Lieutenants only)</u> 7.5% of base paid per pay period. Police Captains do not receive holiday-in-lieu pay.
SICK LEAVE ACCRUAL	96.2 hrs/year for FT 72.02 hrs/year for ¾-time 48.1 hrs/year for ½-time Unlimited accrual PERS benefit for unused sick leave.	96.2 hrs/year for FT 72.02 hrs/year for ¾-time 48.1 hrs/year for ½-time Unlimited accrual PERS benefit for unused sick leave.	96.2 hrs/year for FT 72.02 hrs/year for ¾-time 48.1 hrs/year for ½-time Unlimited accrual PERS benefit for unused sick leave.	96.2 hrs/year for FT 72.02 hrs/year for ¾-time 48.1 hrs/year for ½-time Unlimited accrual PERS benefit for unused sick leave.	96.2 hrs/year for FT 72.02 hrs/year for ¾-time 48.1 hrs/year for ½-time Unlimited accrual ▪ PERS benefit for unused sick leave.	96.2 hrs/year for FT 72.02 hrs/year for ¾-time 48.1 hrs/year for ½-time Unlimited accrual PERS benefit for unused sick leave.
SICK LEAVE USAGE: • FAMILY SICK LEAVE	Immediate Family Illness: ½ Annual Sick Leave Accrual Additional time upon approval of City Manager.	Immediate Family Illness: ½ Annual Sick Leave Accrual Additional time upon approval of City Manager.	Immediate Family Illness: ½ Annual Sick Leave Accrual Additional time upon approval of City Manager.	Immediate Family Illness: ½ Annual Sick Leave Accrual Additional time upon approval of City Manager.	Immediate Family Illness: ½ Annual Sick Leave Accrual Additional time upon approval of City Manager.	Immediate Family Illness: ½ Annual Sick Leave Accrual Additional time upon approval of City Manager.
• PARENTAL LEAVE	32 hrs. for non-birthing parent for birth of child 32 hrs for EE for adoption	32 hrs. for non-birthing parent for birth of child 32 hrs for EE for adoption	EE who adopts or non-birthing parent – ½ annual sick leave accrual	32 hrs. for non-birthing parent for birth of child 32 hrs for EE for adoption	44 hrs. for non-birthing parent for birth of child 44 hrs for EE for adoption	
BEREAVEMENT/ FUNERAL LEAVE	24 hrs max to be used only for sister-in-law and brother-in-law. Extension of 16 hrs with approval of City Manager.	24 hrs max to be used only for sister-in-law and brother-in-law. Extension of 16 hrs with approval of City Manager.	24 hrs max to be used only for sister-in-law, brother-in-law, aunt or uncle. Extension of 16 hrs with approval of Department Head.	24 hrs max to be used only for sister-in-law and brother-in-law. Extension of 16 hrs with approval of City Mgr.	3 work shifts max to be used for sister-in-law, brother-in-law, spouse's grandparents. Extension of 2 work shifts with approval of City Mgr.	24 hrs max to be used only for sister-in-law and brother-in-law. Extension of 16 hrs with approval of City Manager.
• BEREAVEMENT/ FUNERAL LEAVE	24 hrs max for immediate family: spouse, children of EE or of EE's spouse, other relative living w/EE or receiving full support from EE, mother, father, brother, sister, grandchild, grandparent, father-in-law, mother-in-law and registered domestic partner.	24 hrs max for immediate family: spouse, children of EE or of EE's spouse, other relative living w/EE or receiving full support from EE, mother, father, brother, sister, grandchild, grandparent, father-in-law, mother-in-law and registered domestic partner.	24 hrs max for immediate family: spouse, parents of employee or spouse, children, step-children who reside w/EE, brothers, sisters, grandparents, grandchildren, foster parent, foster child, or relative living in EE's house and registered domestic partner.	24 hrs max for immediate family: spouse, children of EE or of EE's spouse, other relative living w/EE or receiving full support from EE, mother, father, brother, sister, grandchild, grandparent, father-in-law, mother-in-law and registered domestic partner.	3 works shifts max for immediate family: Spouse, children of EE or spouse, parents of EE or spouse, EE's brother or sister, EE's grandparents, domestic partner or relative living in EE's home or dependent on EE for full support.	24 hrs. max for immediate family: spouse, children of EE or spouse, parents of EE or spouse, EE's brother or sister, or relative living in EE's home or dependent on EE for full support.

**CITY OF LIVERMORE
BENEFITS SUMMARY**

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<p>ADMINISTRATIVE LEAVE & PERSONAL LEAVE</p>	<p><u>Administrative Leave</u> Base: 80 - 112 hrs/yr Additional 16 hrs for every 5 years of service, not to exceed 48 additional hrs.</p> <p>Beginning July 1, 2017, new employees or employees newly promoted to the Livermore Management Group will receive eighty (80) hours of administrative leave with no additional leave.</p> <p>Effective January 1, 2018, administrative leave based on longevity will be reduced by up to twenty-four (24) hours at each longevity tier.</p> <p>Effective January 1, 2019, there will be a reduction in the remaining twenty-four (24) hours of longevity administrative leave, for those employees who were in receipt of more than twenty-four (24) hours of longevity administrative leave.</p> <p>Part-time employees receive pro-rated benefits.</p> <p>No carryover.</p>	<p><u>Administrative Leave</u> Base: 96 – 128 hrs/yr Additional 16 hrs for every 5 years of service, not to exceed 48 additional hrs.</p> <p>No carryover.</p>	<p><u>Personal Leave</u> EEs hired before 6/27/17: Full-Time – 16 hrs/yr + 8 hrs. for each 5 years of service-max 40 hrs</p> <p>Three-quarter Time -12 hrs/yr + 6 hrs each 5 years of service-max 30 hrs.</p> <p>Half-Time - 8 hrs/year + 4 hrs each 5 years of service-max 20 hrs. No carryover.</p> <p>For EEs hired after 6/27/17, Full-Time - 16 hrs/yr Three-quarter Time – 12 hrs/yr Half-Time – 8 hrs/yr</p>	<p><u>Administrative Leave</u> Base: 80 – 112 hrs/yr Additional 16 hrs for every 5 years of service, not to exceed 48 additional hrs.</p> <p>Beginning July 1, 2017, new employees or employees newly promoted to the Livermore Management Group will receive eighty (80) hours of administrative leave with no additional leave.</p> <p>Effective January 1, 2018, administrative leave based on longevity will be reduced by up to twenty-four (24) hours at each longevity tier.</p> <p>Effective January 1, 2019, there will be a reduction in the remaining twenty-four (24) hours of longevity administrative leave, for those employees who were in receipt of more than twenty-four (24) hours of longevity administrative leave.</p> <p>Part-time employees receive pro-rated benefits.</p> <p>No carryover.</p>	<p><u>Personal Leave</u> 16 hrs/yr+ 8 hrs. for every 5 years of service (max 40 hrs) for budgeted FT EE.</p> <p>No carryover.</p> <p><u>Effective 1/1/18:</u> 16 hours/year</p>	<p><u>Administrative Leave</u> Lt. base – 80 hours/year Captain base – 104 hours/year</p> <p>No carryover.</p>
<p>PREGNANCY LEAVE & FMLA/CFRA EE may use accrued leaves in compliance with City rules and regs.</p>	<p>Benefit provided as per regulations:</p> <p>Federal Family and Medical Leave Act, California Family Rights Act, and California Pregnancy Disability Act</p>	<p>Benefit provided as per regulations:</p> <p>Federal Family and Medical Leave Act, California Family Rights Act, and California Pregnancy Disability Act</p>	<p>Benefit provided as per regulations:</p> <p>Federal Family and Medical Leave Act, California Family Rights Act, and California Pregnancy Disability Act</p>	<p>Benefit provided as per regulations:</p> <p>Federal Family and Medical Leave Act, California Family Rights Act, and California Pregnancy Disability Act</p>	<p>Benefit provided as per regulations:</p> <p>Federal Family and Medical Leave Act, CA Family Rights Act, and California Pregnancy Disability Act</p>	<p>Benefit provided as per regulations:</p> <p>Federal Family and Medical Leave Act, California Family Rights Act, and California Pregnancy Disability Act</p>

ER = Employer EE =Employee FT = Full-Time PT = Part-Time

**The information contained in this document is a summary of benefits provided to City of Livermore employees. For specific information, please refer to the applicable bargaining unit agreement or contact the Human Resources Division. Any errors or omissions do not constitute either an expressed or implied contract.*

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DEFERRED COMPENSATION 457(b) 2017 Maximums: Normal = \$18,000 Age 50+ = \$6,000 Catchup Limits = \$36,000	Eff. 12/1/14, the City will contribute \$92.31/pay period to the 457 plan. Eff. 7/9/18, the City will contribute \$125/pay period, with required matching EE contribution of \$25/pay period Eff. 7/8/19, the City will contribute \$155/pay period with required matching EE contribution of \$50/pay period Eff. 7/6/20, the City will contribute \$185/pay period with required matching EE contribution of \$75/pay period	Eff. 11/14/16, the City will contribute \$200 per month to the 457 plan.	Eff. 9/4/17, the City will contribute \$25/pay period, with required matching EE contribution of \$25/pay period. Eff. 4/2/18, the City will contribute \$50/pay period, with required matching EE contribution of \$50/pay period. Eff. 4/1/19, the City will contribute \$75/pay period, with required matching EE contribution of \$75/pay period. Amounts will be pro-rated for Part-Time employees.	Eff. 12/1/14, the City will contribute \$92.31/pay period to the 457 plan. Eff. 7/9/18, the City will contribute \$125/pay period, with required matching EE contribution of \$25/pay period Eff. 7/8/19, the City will contribute \$155/pay period with required matching EE contribution of \$50/pay period Eff. 7/6/20, the City will contribute \$185/pay period with required matching EE contribution of \$75/pay period	Voluntary EE Participation No ER contribution	Voluntary EE Participation No ER contribution
401(a) 2017 Maximum: \$54,000		Employees eligible to enroll within 30 days of hire date. <ul style="list-style-type: none"> ▪ irrevocable pre-tax salary 0 – 15% or flat dollar amt. ▪ irrevocable leave election (vacation/admin. leave) ▪ termination pay (vacation only) 				
Section 125 PLAN No ER contribution 2017 Maximums Dependent Care*: Up to \$5,000/year *See IRS Pub #503 Unreimb.Medical: Up to \$2,600/year	<ul style="list-style-type: none"> ▪ Pre-tax Health Care Premiums ▪ FSA's for Dependent Care ▪ Unreimbursed Medical Expenses ▪ Other options offered by plan administrator 	<ul style="list-style-type: none"> ▪ Pre-tax Health Care Premiums ▪ FSA's for Dependent Care ▪ Unreimbursed Medical Expenses ▪ Other options offered by plan administrator 	<ul style="list-style-type: none"> ▪ Pre-tax Health Care Premiums ▪ FSA's for Dependent Care ▪ Unreimbursed Medical Expenses ▪ Other options offered by plan administrator 	<ul style="list-style-type: none"> ▪ Pre-tax Health Care Premiums ▪ FSA's for Dependent Care ▪ Unreimbursed Medical Expenses ▪ Other options offered by plan administrator 	<ul style="list-style-type: none"> ▪ Pre-tax Health Care Premiums ▪ FSA's for Dependent Care ▪ Unreimbursed Medical Expenses ▪ Other options offered by plan administrator 	<ul style="list-style-type: none"> ▪ Pre-tax Health Care Premiums ▪ FSA's for Dependent Care ▪ Unreimbursed Medical Expenses ▪ Other options offered by plan administrator

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UNIFORM ALLOWANCE		Paid annually in October for Police Chief: \$1,200/yr	<p>\$850/yr-for Public Safety Dispatchers, Senior Public Safety Dispatchers, Supervising Public Safety Dispatchers, Police Clerks, Senior Police Clerks, Supervising Police Clerks, Animal Control Officers, Police Identification Technician, Supervising Property and Evidence Technician, Crime Prevention Specialist, Crime Analysts, and Community Service Specialists.</p> <p>Uniform Allowance shall be paid in equal amounts each pay period.</p>	<p>Police Facility and Equipment Manager: \$600/yr</p> <p>Uniform allowance paid in equal amounts each pay period.</p>	\$1,250/year paid in equal amounts each pay period.	Paid annually in October: \$1,300/yr paid in equal amounts each pay period.
SAFETY SHOE ALLOWANCE			<p>Paid annually in July: \$200/yr for Meter Readers, and employees in Engineering Technician, Neighborhood Preservation Officer, and Building Inspector series who perform field work, and Public Works employees that are required to wear safety shoes or boots.</p>	<p>Following are eligible for up to \$200 reimbursement per fiscal year: Assistant City Engineer Building Official City Engineer Construction Inspection Mgr. Insp. & Neighbrhd. Pres. Mgr. Public Works Supervisor Senior Civil Engineer Water Res. Operations Mgr.</p> <p>The City Manager may provide other classifications Safety Shoe reimbursement at his/her discretion.</p>		
PRESCRIPTION SAFETY GLASSES			<p>Reimbursement of up to \$150/yr for purchase of safety prescription glasses for EEs working in locations where there is a risk of eye injuries.</p>			

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SUPERVISORY DIFFERENTIAL PAY	Min of 10% above base salary of non-mgmt subordinate, 7.5% above mgmt subordinate	Min of 10% above base salary of non-mgmt subordinate, 7.5% above mgmt subordinate		Min of 10% above base salary of non-mgmt subordinate, 7.5% above mgmt subordinate		Maintain 17.5% above base salary of non-mgmt subordinate
SHIFT DIFFERENTIAL			EEs regularly assigned to city facilities operating 24/7 - \$2.50/hour for all hours worked when assigned to a shift requiring EE work at least 4 hrs between 4:00 p.m.- 6:00 a.m.			
EQUIPMENT OPERATION			<u>Public Works EEs:</u> \$12.00/day for EE who operates Class A vehicle, min of 50%+ operation/day.			
STANDBY PAY			2 hours straight-time for standby on regularly scheduled work day 3 hours straight-time for standby on regularly scheduled days off and fixed City holidays		Employees assigned to CID get 2.75 hrs/day assigned. Unused leave paid out at end of calendar year	
CALL BACK PAY			3 hr min @ OT rate for FLSA nonexempt. First 3 hrs can't be taken as comp time but paid to EE.		3 hr min @ OT rate	
ACTING PAY, WORK IN A HIGHER CLASS, & SPECIAL PROJECTS PAY	<u>Acting Pay</u> If work min of 5 consecutive calendar days, paid @ lowest step of higher class with at least a 5% differential. If assignment > 12 months, optional incr. of up to 7% or max of the range, whichever is less.		<u>Work in a Higher Class</u> If work min of 3 consecutive workdays, paid @ 5% differential or the minimum of the salary range of the higher classification.	<u>Acting Pay</u> If work min of 5 consecutive calendar days, paid @ lowest step of higher class with at least a 5% differential. If assignment >12 months, optional incr. of up to 7% or max of the range, whichever is less.		<u>Acting Pay</u> If work min of 5 consecutive calendar days, paid base starting rate of range of higher class, unless less than 5% over current base rate. In that case, EE will receive amount within range that is a 5% increase over current base salary. If full supervisory, additional %

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ACTING PAY, WORK IN A HIGHER CLASS, & SPECIAL PROJECTS PAY (CONT'D)	<u>Special Project Pay</u> If work min of 30 calendar days, 5% - 7% differential. If full supervisory, additional % to reflect 2.5% over highest compensated subordinate. If assignment > 12 months, optional increase of up to 7%.			<u>Special Project Pay</u> If work min of 30 calendar days, 5% - 7% differential. If full supervisory, additional % to reflect 2.5% over highest compensated subordinate. If assignment > 12 months, optional increase of up to 7%.		to reflect 2.5% over highest compensated subordinate. If assignment >12 months, optional incr. of up to 7% or max of the range, whichever is less.
COURT PAY/COURT CANCELLATION PAY			If in connection with EE's usual official duties, 3 hrs min @ OT, or 4 hrs min @ OT for those required to appear on normal day off or on graveyard shift.		<u>Court Pay:</u> 3 hr min @ OT rate 4 hr min @ MOU OT rate for Graveyard shift or normal day off <u>Court Cancellation Pay:</u> If court appearance cancelled w/in 24 hrs. prior to event, 2 hr @ OT rate.	
FTO PAY & SUPPORT SVCS. TRAINING OFFICER PAY			<u>Support Services Training Officer Pay</u> \$90/pay period for full pay period while assigned.		<u>FTO Pay</u> \$140 per pay period while assigned as FTO	
BILINGUAL PAY	\$50/pay period. Must be certified by DH, approved by City Manager, and used on the job.	\$50/pay period. Must be certified by CM, approved by City Manager, and used on the job.	\$60/pay period for both written & conversational. Must be certified by DH and approved by Admin Services Director, and used on the job. \$35/pay period for conversation level as certified by DH and approved by Admin Services Director.	\$50/pay period. Must be certified by DH, approved by City Manager, and used on the job.	\$80.77/pay period. Must be certified by Chief of Police as meeting court interpreter standards <u>Conversational bilingual pay</u> \$45/pay period	
TELEPHONE PAY			20 minutes and for each minute exceeding 20 minutes at OT rate.		.25 hr. pay @ OT rate	
CELL PHONE ALLOWANCE (If authorized)	Standard = \$40/mo. Enhanced = \$90/mo. for exempt only See Administrative Regulation 36 for details.	Enhanced = \$90/mo. for exempt only See Administrative Regulation 36 for details.	Standard = \$40/mo. See Administrative Regulation 36 for details.	Standard = \$40/mo. Enhanced = \$90/mo. for exempt only See Administrative Regulation 36 for details.	Standard = \$40/mo. See Administrative Regulation 36 for details.	Standard = \$40/mo. Enhanced = \$90/mo. exempt only See Administrative Regulation 36 for details.

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UPDATED: 9/12/17

BENEFIT	CONFIDENTIAL UNREPRESENTED	EXECUTIVE MANAGEMENT UNREPRESENTED	ASSOCIATION OF LIVERMORE EMPLOYEES	MANAGEMENT GROUP	POLICE OFFICERS ASSOCIATION (Officers & Sergeants)	POLICE MANAGEMENT ASSOCIATION (Lieutenants & Captains)
PREMIUM PAY & LONGEVITY PAY					<p><u>Longevity Pay</u> 5-10 yrs. service - 3% 11+ yrs. service – 6%</p>	<p>a) Premium Pay (3.5%) for executing performance goals set by the Police Chief in the Dept's Strategic Plan.</p> <p>b) Up to 2.5% premium pay as lump sum payment each June for performance goals as outlined in MOU. Awarded at Police Chief's discretion.</p> <p>Police Lieutenants & Police Captains are not eligible for Special Merit Pay</p>
POST CERTIFICATION PAY					<p><u>Police Officers:</u> POST Intermediate: \$350/month</p> <p>POST Advanced: \$450/month</p> <p><u>Police Sergeants:</u> POST Intermediate, Advanced & Supervisory Certificates + 60 college credits: \$600/month</p> <p>Upon promotion to Sergeant, the employee shall not lose his/her earned POST pay differential until such time as the promoted employee earns a Supervisory POST certificate.</p>	<p><u>Police Lieutenants & Captains:</u> Eff. 7/10/17: POST Regular Management - \$950/month (must also have a B.A. degree)</p> <p>If Sgt. Receiving POST pay is promoted to Police Lt., POST pay will continue for up to 4 years or until EE receives POST Mgmt. cert. and education.</p> <p><u>Police Lieutenants:</u> Eff. 7/10/17: POST Regular Management and POST Command College program or FBI National Academy training program - \$1,000/month</p> <p><u>Police Captains:</u> Eff. 7/10/17: POST Regular Management and a masters' degree or POST Command College program or FBI National Academy training program - \$1,000/month</p>

**CITY OF LIVERMORE
BENEFITS SUMMARY**

UPDATED: 9/12/17

BENEFIT	CONFIDENTIAL UNREPRESENTED	EXECUTIVE MANAGEMENT UNREPRESENTED	ASSOCIATION OF LIVERMORE EMPLOYEES	MANAGEMENT GROUP	POLICE OFFICERS ASSOCIATION (Officers & Sergeants)	POLICE MANAGEMENT ASSOCIATION (Lieutenants & Captains)
COMMERCIAL DRIVERS' LICENSE PAY			<p>\$35/pay period with valid CA Commercial Driver's License and valid DOT medical card.</p> <p>See MOU side letter for details of which classes are determined to require a Commercial Driver's License and valid DOT medical card.</p> <p>Public Works Maintenance Division EEs with job classes that do not require a CDL and who participate in the voluntary maintenance standby program and maintain a CDL receive CDL pay in accordance with that received by other City commercial drivers.</p>			
OT COMP & COMP TIME OFF	OT for > 40 hrs/week @1 ½ x reg pay or Comp Time in lieu of OT for FLSA nonexempt.		<p>OT for > 40 hrs/week or > 8hrs/day in a reg scheduled day or hrs in excess of those normally scheduled & worked/day @ 1 ½ x reg. pay or Comp Time in lieu of OT for FLSA nonexempt. Accrued Comp Time in excess of 100 hrs must be paid out.</p>		<p>7K exemption, establishing a 28 day FLSA work cycle.</p> <p>Accrued Comp Time in excess of 200 hours must be paid out.</p>	
MILEAGE REIMBURSEMENT (eff. 1/1/17)	.535/mile	.535/mile	.535/mile	.535/mile	.535/mile	.535/mile
AUTO ALLOWANCE \$250/month; Asst. City Manager \$350/month		Admin. Services Director Assistant City Manager Com. & Econ. Dev. Director Director of Library Services Public Works Director		Asst. Com. & Econ. Dev. Dir. Building Official City Engineer Planning Manager		
TUITION REIMBURSEMENT	75% tuition & books to \$2,000 fiscal year max	75% tuition & books to \$2,000 fiscal year max	75% tuition & books to \$2,000 fiscal year max	75% tuition & books to \$2,000 fiscal year max	75% tuition & books to \$2,000 fiscal year max	75% tuition & books to \$2,000 fiscal year max

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LICENSES & CERTIFICATIONS	100% reimbursement for required licenses, certifications, and professional memberships	100% reimbursement for required licenses certifications, and professional memberships	100% reimbursement for required licenses and certifications	100% reimbursement for required licenses certifications, and professional memberships		
HEALTH CLUB REIMBURSEMENT	\$100.00/month max for monthly dues	\$125.00/month max for monthly dues		\$100.00/month max for monthly dues		
EMPLOYEE ASSISTANCE PROGRAM ER paid Cost/mo: \$2.30/EE	Three (3) sessions per incident per family member. Unlimited telephonic consultations.	Three (3) sessions per incident per family member. Unlimited telephonic consultations.	Three (3) sessions per incident per family member. Unlimited telephonic consultations.	Three (3) sessions per incident per family member. Unlimited telephonic consultations.	Three (3) sessions per incident per family member. Unlimited telephonic consultations.	Three (3) sessions per incident per family member. Unlimited telephonic consultations.
FLSA WORK PERIOD	168 hour pay period beginning Monday at 12:01 a.m., ending 7 days later on Sunday at 12:00 midnight. If an EE is not on this work week schedule, something must be in writing documenting EE's work week.	N/A	168 hour pay period beginning Monday at 12:01 a.m., ending 7 days later on Sunday at 12:00 midnight. If an EE is not on this work week schedule, something must be in writing documenting EE's work week. For <u>WR Operator series</u> : 168 hour period beginning Sunday at 12:00 midnight, ending 7 days later on Saturday at 11:59 p.m.	N/A	28 consecutive calendar day period. Beginning Monday at 6:00 a.m., ending 28 days later on Monday at 5:59 am.	
FATIGUE RECOVERY TIME			An employee who has worked 16 or more hours within a 24-hour period and/or has worked on call-back within 6 hours of the scheduled start time of his/her next regular shift and feels he/she cannot work safely because of fatigue, the employee will be provided with a maximum of 8 consecutive hours of rest time.			
SEVERANCE PAY		Three months' severance pay in the event EE is terminated for other than cause. Includes EE salary + benefits.				