

**East Bay Regional Park District**  
**POLICE ASSOCIATION BENEFITS - 2008**  
(Covers: Police Officer, Sergeant, Dispatch/CSO, Dispatch Supervisor and Property/Evidence Clerk)  
(Lieutenants, Fire Chief, and AGM Public Safety Covered under Management)

BENEFIT	DESCRIPTION
<b>Note: E=Employee, ER=Employer</b>	
<b>Memorandum of Understanding TERM</b>	<b>10/01/06 – 09/30/09</b>
<b>SALARY INCREASES</b>	<ul style="list-style-type: none"> <li>10/01/08: per CPI (August 2008 for San Francisco, Oakland &amp; San Jose area).</li> </ul>
<b>MEDICAL INSURANCE*</b> ER cost: (per month) Health Benefit Average E = \$ 461.34 E+1= \$ 744.17 E+2= \$1,149.87	<ul style="list-style-type: none"> <li>Flexible Benefit Plan (Cafeteria Plan).</li> <li>CalPERS Medical Plan, cost above employer contribution paid by employee.</li> <li>Coverage begins 1<sup>st</sup> of the month after employment.</li> <li>Employees demonstrating coverage under another plan may apply all <b>or</b> a portion of the benefit toward salary. Employees at E+1 or E+2 can get cash value at E+1.</li> </ul>
<b>DENTAL INSURANCE*</b> ER cost: (per month) E = \$ 57.51 E+1 = \$108.16 E+2 = \$171.69	<ul style="list-style-type: none"> <li>Through Delta Dental. District pays premium, 90-10% co-payment, \$2,000 annual maximum</li> <li>Orthodontics: District pays premium, 70-30% co-payment, maximum lifetime coverage is \$1,500/patient</li> <li>Begins 1<sup>st</sup> of month following 3 full months employment except for sworn officer lateral transfers</li> </ul>
<b>LIFE AND AD&amp;D INSURANCE</b> ER cost: Life: \$0.28/\$1,000 coverage AD&D: \$0.04/\$1,000 coverage	<ul style="list-style-type: none"> <li>Life insurance maximum is 1 times annual salary or \$100,000.</li> <li>For sworn officers only: AD&amp;D coverage is \$50,000.</li> </ul>
<b>RETIREMENT (CalPERS) - Sworn</b> Effect. 7/1/08 <u>ER cost:</u> (ER pays ER and E contributions) ER Rate = 37.878% & E Rate = 9% (ER paid)	<ul style="list-style-type: none"> <li>Effective 07/01/06: 3% @ 50 – PERS.</li> <li>One year Final Compensation.</li> <li>Optional credit for unused sick leave.</li> <li>Employer Paid Member Contribution (EPMC) is reported as earnings for retirement benefit calculations.</li> <li>Social Security <u>excluded</u> from PERS retirement formula.</li> </ul>
<b>RETIREMENT-(CalPERS) Non-Sworn</b> Effective 7/1/08 ER cost: (ER pays ER and portion of E contributions) ER Rate=15.804% <u>and</u> 7% of E Rate. 1% contrib., increase required by 2.5% @ 55 benefit is paid by E on a pre-tax basis.	<ul style="list-style-type: none"> <li>2.5% @ 55 PERS.</li> <li>Average last 3 years, or three highest consecutive years.</li> <li>Optional credit for unused sick leave.</li> <li>Social Security <u>excluded</u> from PERS retirement formula.</li> <li>All new hires in CalPERS Plan.</li> </ul>
<b>SOCIAL SECURITY</b> <u>ER cost:</u> full Social Security	<ul style="list-style-type: none"> <li>7.65% (6.2% Social Security + 1.45% Medicare)</li> <li>Employer &amp; Employee pay equal shares</li> </ul>
<b>RETIREE HEALTH REIMBURSEMENT</b> ER cost: \$100/month	<ul style="list-style-type: none"> <li>For all CalPERS Retirees.</li> </ul>

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<b>IRS Section 125 Dependent Care And Medical Flexible Spending Accounts (OPTIONAL)</b> ER cost: \$4.50/month per E	<ul style="list-style-type: none"> <li>• Employer pays administrative/set-up costs; employee determines own pre-tax payroll deduction amounts.</li> <li>• Medical Reimbursement and Dependent Care amounts are deducted pre-tax and employee is reimbursed for eligible expenses by submittal of claims to Plan Administrator.</li> <li>• Employee paid own share of medical premiums contribution may be deducted on a pre-tax basis</li> </ul>
<b>VACATION ACCRUAL*</b>	<ul style="list-style-type: none"> <li>• To 5 years: 12 days/year.</li> <li>• 6-10 years: 15 days/year.</li> <li>• 11-15 years: 18 days/year.</li> <li>• 16-20 years: 21 days/year.</li> <li>• 21+ years: vacation increases, incrementally, by 1 day per year.</li> </ul>
<b>HOLIDAYS</b>	13 days/year (10 holidays + 3 floaters). Holidays: Admissions Day, Columbus Day, Veteran's Day, Thanksgiving Day, Day After Thanksgiving, Christmas Day, Day After Christmas, New Year's Day, Martin Luther King, Jr. Birthday, Washington's Birthday.
<b>SICK LEAVE ACCRUAL</b>	<ul style="list-style-type: none"> <li>• 1 day/month, unlimited accumulation.</li> <li>• CalPERS credit for unused sick leave @ retirement.</li> </ul>
<b>FAMILY DEATH LEAVE</b>	<ul style="list-style-type: none"> <li>• 3 days local, 5 days out of town with full pay.</li> </ul>
<b>DEFERRED COMPENSATION</b> ER cost: based on E contribution for non-sworn	<p><b>457 Plan voluntary participation for SWORN (As of 10/1/2005, sworn receive no matching funds.)</b>  <b>457 Plan (matching funds for NON-SWORN only)</b></p> <ul style="list-style-type: none"> <li>• &lt;5 years of service: If Employee contributes 2%, or more District matches 1%.</li> <li>• 5+ years of service: Additional option of 4% or more Employee contribution, 2% District match.</li> <li>• 10+ years of service: Additional option of 6% or more Employee contribution, 3% District match.</li> </ul>
<b>JOB INJURY LEAVE</b>	<ul style="list-style-type: none"> <li>• Sworn: as defined under the provisions of the California Labor Code.</li> <li>• Non-Sworn: Up to 1 year w/pay, accrue S/L, vac, step increases for max.of 6 months while on leave</li> </ul>
<b>LONG TERM DISABILITY</b> ER cost: \$19.50/month per E	<ul style="list-style-type: none"> <li>• District pays premium for each non-sworn employee's LTD.</li> <li>• Coverage is 66⅔% of base salary for sworn; 60 % of base salary for non-sworn (per LTD certificate).</li> <li>• Begins date of hire.</li> </ul>
<b>STATE DISABILITY INSURANCE</b>	<ul style="list-style-type: none"> <li>• None provided, employees opted out of this program and chose to receive LTD and Life benefits instead.</li> </ul>
<b>UNIFORM ALLOWANCE</b> ER cost: \$930/year sworn \$685/year non-sworn	<ul style="list-style-type: none"> <li>• Paid twice per year (January and July).</li> </ul>
<b>SHIFT DIFFERENTIAL</b>	<ul style="list-style-type: none"> <li>• Non-Sworn only: 3% Swing, 5% Grave.</li> </ul>
<b>STANDBY PAY</b>	<ul style="list-style-type: none"> <li>• One-half (1/2) straight time for actual hours on stand-by.</li> </ul>

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<b>BENEFIT</b>	<b>DESCRIPTION</b>
<b>CALL BACK PAY</b> Note: E=Employee, ER=Employer	<ul style="list-style-type: none"> <li>• Minimum 3 hours @ Overtime rate on regular day.</li> <li>• Minimum 4 hours on day off @ 1.5 times regular rate.</li> <li>• Also receive 1 hour for travel time @ 1.5 times regular rate.</li> </ul>
<b>WORK IN A HIGHER CLASS</b>	<ul style="list-style-type: none"> <li>• Less than 30 days: \$10/day.</li> <li>• 30+ days: On 31<sup>st</sup> day, receive greater of 5% or lowest step of higher position.</li> </ul>
<b>COURT PAY</b>	<ul style="list-style-type: none"> <li>• Minimum 3 hrs @ overtime rate on a regular day.</li> <li>• Minimum 4 hrs on day off.</li> <li>• If cancelled less than 24 hours in advance on day off, employee receives 2 hours of pay at regular rate.</li> </ul>
<b>FIELD TRAINING OFFICER PAY</b>	<ul style="list-style-type: none"> <li>• 5% while assigned (Sworn and Dispatcher only).</li> </ul>
<b>TUITION REIMBURSEMENT</b> ER cost: up to \$1,600/year	<ul style="list-style-type: none"> <li>• \$800/year job-related.</li> <li>• \$800/year career-related, can combine for career (for a total career of \$1,600)</li> <li>• <u>Job required</u> training fully-paid by the District.</li> </ul>
<b>LICENSES &amp; CERTIFICATES</b>	<ul style="list-style-type: none"> <li>• POST Incentive (Sworn and Property &amp; Evidence Clerk Only): 3% Intermediate, 6% Advanced.</li> </ul>
<b>OVERTIME MEAL</b>	<ul style="list-style-type: none"> <li>• \$11 if work 2 hours beyond scheduled work period.</li> </ul>
<b>PAY ON PROMOTION</b>	<ul style="list-style-type: none"> <li>• Whichever step offers promoting employee a minimum of 5% increase.</li> </ul>
<b>EAP PROGRAM</b> ER cost: \$7.42/month per E	<ul style="list-style-type: none"> <li>• Provided by MHN.</li> <li>• 5 visits per incident per year per eligible Employee or dependent. Support is available regarding relationship and family problems, stress and anxiety, depression, bereavement, anger management, alcohol/chemical dependency, as well as work/life concerns (child/elder care, financial matters, legal services).</li> </ul>

\* For regular full-time employees; prorated for part-time.

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