

**CITY OF HERCULES  
BENEFITS SUMMARY**

BENEFIT	EXECUTIVE MANAGEMENT	MID-MANAGEMENT	CONFIDENTIAL	HERCULES POLICE OFFICERS (POA)	TEAMSTERS FULL-TIME	TEAMSTERS PART-TIME
<b>TERM OF AGREEMENT</b>	07/01/2022 - 07/01/2024					
<b>SCHEDULED SALARY INCREASES IN CURRENT LABOR AGREEMENT</b>	07/01/2022 – 4.5% and 3% Retention Bonus 07/01/2023 – 4.5% and 3% Retention Bonus					
<b>EMPLOYEE ORGANIZATION DUES</b>	N/A		Yes <i>MOU Article IX</i>		Yes <i>MOU Article 3</i>	Yes <i>MOU Article 3</i>
<b>HOLIDAYS AND HOLIDAY IN-LIEU PAY</b>	12 paid holidays		112 comp hours in-lieu of holidays		12 paid holidays	12 paid holidays <i>(prorated based on regular weekly hours worked)</i>
<b>FLOATING HOLIDAYS</b>	2 days		N/A		2 days	2 floating holidays <i>(prorated based on regular weekly hours worked)</i>
<b>ADDITIONAL HOLIDAYS</b>	3-5 unpaid holidays during the Christmas week and as designated by the City.		N/A		3-5 unpaid holidays during the Christmas week and as designated by the City.	
<b>BEREAVEMENT LEAVE</b>	Up to 3 days (24 hours) <i>Personnel Rule Section V.G</i>					
<b>VACATION LEAVE</b>		<b>ANNUAL ACCRUAL: 8 HOUR DAYS</b>	<b>ANNUAL ACCRUAL: HOURS</b>	<b>YEARS OF SERVICE COMPLETED</b>	<b>ACCRUAL PER PAY PERIOD</b>	
		12	96	Up to 4	3.69	
		15	120	5-9	4.61	
		18	144	10-15	5.53	
		21	160	16 – 19	6.16	
		24	176	20 or more	6.76	
	<i>(Teamsters PT – prorated based on regular weekly hours worked)</i>					
<b>SICK LEAVE</b> <i>Max Sick Leave Accumulation is 2080 hours</i>	8 hours for each month of employment (96 hours per year) <i>(Teamsters PT – prorated based on regular weekly hours worked)</i>					
<b>ADMINISTRATIVE LEAVE</b>	N/A	80 hours	N/A			
<b>EXECUTIVE LEAVE</b>	80 hours	N/A	80 hours <i>(Police Commander)</i>	N/A	N/A	N/A
<b>SABBATICAL LEAVE</b>	Exempt employees receive 80 hours of Sabbatical Leave every 8th and 15th year anniversary of their appointment as an employee in their current classification.			N/A		
<b>COMPENSATORY TIME OFF</b> <i>Max Accrual</i>	NON-EXEMPT: 240 hours EXEMPT: N/A					
<b>MEDICAL PLANS</b> <i>Contracted with CalPERS</i>	<b>Executive, Mid-Management, and Confidential:</b> Employer pays it's share of the prior year's plan rate plus the first 3% increase in cost, employee pays up to the next 3% increase in cost, and employer pays anything above a total of 3%. <b>Teamsters:</b> Employer pays it's share of the prior year's plan rate plus the first 4% increase in cost, employee pays up to the next 2% increase in cost, and employer pays anything above a total of 3%  <a href="#">Medical Premium Rate Sheet</a>					

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<b>MEDICAL INSURANCE:</b> <i>In-Lieu of Medical/Deferral of Unused Medical Premiums</i>	50% of premium for employee and eligible dependents paid cash or redirected to 457 Plan					N/A
<b>DENTAL:</b> Delta Dental Plan of CA	<p align="center"><b>Group Plan</b> Self-insured; administered by Delta Dental Plan.  <b>Effective Date of Coverage</b> Effective first day of the second month following appointment.  <b>Date Coverage Ends</b> Last day of separation month.  <b>Dependent Coverage</b> Up to end of 26th birthday month  <b>Monthly Employer Cost</b> 100% of premium for employee and eligible dependents</p>					
<b>Benefit Summaries</b>	<a href="#">Executive</a>	<a href="#">Mid-Management</a>	<a href="#">Unrepresented</a>	<a href="#">HPOA</a>	<a href="#">Teamsters FT</a>	<a href="#">PT for EE only</a>
<b>VISION</b>	<p align="center"><b>Group Plan</b> Vision Service Plan (VSP)  <b>Effective Date of Coverage</b> Effective first day of the second month following appointment.  <b>Date Coverage Ends</b> Last day of separation month.  <b>Dependent Coverage</b> Up to end of 26th birthday month.  <b>Monthly Employer Cost</b> 100% of premium for employee and eligible dependents.  <a href="#">VSP Vision Benefit Summary</a></p>					
<b>EMPLOYEE ASSISTANCE PROGRAM (EAP)</b>	Program administered by Claremont/Uprise Health. Up to 8 sessions per incident per calendar year for employee and/or dependents. Monthly Employer cost: \$3.60 per employee. No employee cost. www.claremonteap.com 1-800-834-3773					
<b>WORKERS' COMPENSATION</b>	The City's Workers' Compensation program is self-insured, with claims administered by Municipal Pooling Authority (MPA). Workers' Compensation benefits provided consistent with State law.					
<b>DISABILITY INSURANCE: SHORT-TERM AND LONG-TERM</b>	<p align="center"><b>Administrator</b> ReliaStar  <b>Plan(s)</b> Short-Term and Long-Term Disability  <b>Effective Date of Coverage</b> Effective first day of the month following appointment  <b>Date Coverage Ends</b> Last day in paid status  <b>Maximum Benefit</b> Short-Term Disability: 2/3 of employee's weekly salary; up to 9 weeks  Long-Term Disability: 2/3 of employee's monthly salary  <b>Monthly Employee Cost</b> \$0</p>					
<b>LIFE INSURANCE</b>	<p align="center"><b>Administrator</b> ReliaStar  <b>Effective Date of Coverage</b> Short-Term and Long-Term Disability  <b>Date Coverage Ends</b> Effective first day of the month following appointment  <b>Monthly Employee Cost</b> Last day in paid status</p>					
<b>LIFE INSURANCE: Benefit</b>	\$100,000	\$40,000	Sworn : \$50,000 Non-Sworn: \$40,000	\$50,000	\$40,000	N/A
<b>RETIREMENT: CalPERS</b>	<p align="center"><b>Miscellaneous:</b>  CLASSIC MEMBERS:  PERS 2% at 55 formula, Employee pays 7% of PERS contribution.  NEW MEMBERS (Miscellaneous): 2% @ 62, Employee pays 7.75% of PERS contribution.</p> <p align="center"><b>Public Safety</b>  CLASSIC MEMBERS: PERS 2% at 55 formula, Employee pays 9% of PERS contribution.  NEW MEMBERS: 2.7% @ 57, Employee pays 13.75% of PERS contribution.</p> <p align="center">All employees pay an additional 3% cost-share for employer contribution.</p>					

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<b>SOCIAL SECURITY</b>	N/A - See CalPERS					
<b>MEDICARE TAX</b>	Applies to employees hired or rehired after 3/31/86 Employee cost: 1.45% Employer Cost: 1.45% Employee may also be subject to the Additional Medicare Tax of 0.9%					
<b>RETIREMENT: MissionSquare Retirement (ICMA-RC) 457 Deferred Compensation Plan</b>	Employer contribution: up to 5% match.	Employer contribution for exempt ee: up to 2.5% match	Employer contribution for exempt ee: up to 2.5% match  Employer contribution for non-exempt ee: up to 1% match for non-exempt classifications.	457 Plan available for EE contribution. No employer contributions.		
<b>RETIREMENT: MissionSquare Retirement (ICMA-RC) 401(a) Money Purchase Plan</b>	Mandatory EMPLOYEE contribution for exempt staff: 4% of salary. No employer contributions.	N/A	Mandatory EMPLOYEE contribution for exempt staff: 4% of salary. No employer contributions.	N/A		
<b>RETIREMENT: MissionSquare Retirement (ICMA-RC) Retirement Health Savings (RHS) Plan</b>	Mandatory EMPLOYEE contribution for exempt staff: 2% of salary. No employer contributions.	N/A	Mandatory EMPLOYEE contribution for exempt staff: 2% of salary. No employer contributions.	N/A		
<b>EDUCATION REIMBURSEMENT</b>	There will be a total of \$30,000 allocated to the Education Reimbursement Program for all City employee groups per fiscal year. Funds are allocated on a first come-first served basis.  Executive and Confidential: \$4,000 Mid-Management, Teamsters FT and PT: \$3,500					
<b>EDUCATION INCENTIVE PAY</b>	N/A	Associates Degree: \$50.00 Bachelors Degree: \$100.00 Masters Degree: \$150.00	N/A	Intermediate POST Cert: 2.5% AA Degree: 3% Advanced POST Cert: 3.5% Bachelor of Art Degree: 4%	Associates Degree: \$50.00 Bachelors Degree: \$100.00 Masters Degree: \$150.00	N/A
<b>BILINGUAL PAY</b>	N/A			1% of base wage per month	N/A	
<b>COMPUTER LOAN</b>	FT Employee may borrow up to \$2,500 and PT may borrow up to \$400 from the City for the purchase of computer. Money will be paid back to City within 24 months via payroll deduction. Employee must maintain a balance of up to 40 hours of vacation and/or compensatory time and until the loan is paid in full.					
<b>LONGEVITY PAY</b>	<b>Non-Sworn:</b> 10 years of service: \$125.00 15 years of service: \$175.00 20 years of service: \$225.00 25 years of service: \$275.00			<b>Sworn:</b> 5 years of service: 2% of salary 10 years of service: 4% of salary 15 years of service: 6% of salary 20 years of service: 8% of salary 25 years of service: 10% of salary		

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VEHICLE BENEFIT	N/A		The City provides an unmarked vehicle to Police Department Command staff.	Assignment of a City vehicle for their exclusive use. These employees shall not be eligible to receive the monthly automobile allowance.	N/A	
MANAGEMENT INCENTIVE	\$200 per month	N/A				
UNIFORM ALLOWANCE	Public Safety Executive and Confidential Employees shall receive Uniform pay equal to the highest amount that is received by members of any Public Safety Bargaining Unit within the City. <b>Non-Sworn:</b> Non-sworn police personnel will receive \$500 annually at \$250 on the second pay period in January and \$250 on the second pay period in July. <b>Sworn:</b> \$900 annually via supplemental check at \$450 on the second pay period in January and \$450 on the second pay period in July to sworn personnel with at least one year of service.				City provides uniform and cleaning of uniform at no cost to employee.	City provides uniform at no cost to employee
CALL BACK	N/A			Minimum of 4 hours pay at 1 ½ times hourly rate	Minimum of 3 hours pay at 1 ½ times hourly rate.	N/A
STAND BY	N/A			Weekday \$50.00 Weekend \$55.00 Holiday \$60.00	Weekday \$25.00 per day, plus 2 hours base pay Weekend \$35.00 per day, plus 3 hours base pay Holiday \$45.00 per day, plus 3 hours base pay	N/A
SPECIAL ASSIGNMENT PAY FOR SWORN EMPLOYEES	5% additional pay					
SHIFT DIFFERENTIAL	N/A			3% of base salary for Swing and/or Relief shift 5% of base salary for Graveyard shift	N/A	