

CITY OF PITTSBURG BENEFIT MATRIX 9-23-2019

BENEFIT	SR. EXECUTIVE TEAM	MANAGEMENT GROUP	MANAGEMENT/ PROFESSIONAL/ CONFIDENTIAL	MISC "A" (AFSCME)	TEAMSTERS	POLICE MGMT GROUP	POLICE OFFICERS' ASSOC.
MOU TERM	N/A	N/A	7/1/18-6/30/20	7/1/18-6/30/20	7/1/18-6/30/20	7/1/17-6/30/20	7/1/17-6/30/20
SCHEDULED INCREASE	None	None	None	None	None	None	None
WINTER CLOSURE	Winter Closure: 40.00 hours of an unpaid winter closure in each fiscal year shall be accomplished by a mandatory wage reduction of one point nine two five percent (1.925%). Members' salaries are reduced by 1.54 hours per pay period. The Winter Closure shall take place sometime during the period of December 1 and January 31 of each fiscal year and shall consist of forty (40) hours' time off during that time frame.						
LIFE INSURANCE & AD&D Providers: STANDARD, PORAC (ING ReliaStar)	<p><u>Dept. Heads</u> - 1 ½x salary up to \$250,000</p> <p>ER pays Standard Life prem. rate: Life: \$.21 per \$1,000 AD&D: \$.025 per \$1,000</p>	<p><u>Dept. Heads</u> - 1 ½x salary up to \$250,000</p> <p>ER pays Standard Life prem. rate: Life: \$.21 per \$1,000 AD&D: \$.025 per \$1,000</p>	<p>\$75,000</p> <p>ER pays Standard Life prem. rate: Life: \$.21 per \$1,000 AD&D: \$.025 per \$1,000</p>	<p>\$75,000</p> <p>ER pays Standard Life prem. rate: Life: \$.21 per \$1,000 AD&D: \$.025 per \$1,000</p>	<p>\$75,000</p> <p>ER pays Standard Life prem. rate: Life: \$.21 per \$1,000 AD&D: \$.025 per \$1,000</p>	<p>\$100,000</p> <p><u>Captains</u> covered under Standard Life, ER pays Standard Life prem. rate: Life: \$.21 per \$1,000 AD&D: \$.025 per \$1,000</p> <p><u>Lieutenants</u> covered under PORAC plan, ER pays \$18.00 per month.</p> <p>AD&D Core Plan coverage with Principal Sum of \$5,000 on-duty and \$1,000 off-duty. EE may enroll and pay for optional plans.</p>	<p>\$100,000</p> <p>Covered under PORAC plan, ER pays \$18.00 per month.</p> <p>AD&D Core Plan coverage with Principal Sum of \$5,000 on-duty and \$1,000 off-duty. EE may enroll and pay for optional plans.</p>
DISABILITY (Available to Full-time EE's) Providers: Standard, PORAC (ING ReliaStar) ⇒Long Term ER pays 0.36% of EE's monthly salary for disability insurance. SWORN: EE pays \$29.70 per month for Short- and Long-Term Disability Plan through PORAC	<p>60% of EE's monthly earnings to a max. benefit of \$9,000/mo. Waiting period is 180 days.</p>	<p>60% of EE's monthly earnings to a max. benefit of \$9,000/mo. Waiting period is 180 days.</p>	<p>60% of EE's monthly earnings to a max. benefit of \$9,000/mo. Max. period of pmt. is dependent on EE's age and waiting period is 180 days or the date STD payments end.</p>	<p>60% of EE's monthly earnings to a max. benefit of \$9,000/mo. Max. period of pmt. is dependent on EE's age and waiting period is 180 days or the date STD payments end.</p>	<p>60% of EE's monthly earnings to a max. benefit of \$9,000/mo. Max. period of pmt. is dependent on EE's age and waiting period is 180 days or the date STD payments end.</p>	<p><u>Captains</u> covered under STANDARD, receive 60% of EE's monthly earnings to a max. benefit of \$9,000/mo. Max. period of pmt. is dependent on EE's age. Waiting period is 180 days.</p> <p><u>Lieutenants</u> \$10,000 maximum monthly benefit (66 2/3% of \$15,000) before reduction by deductible income. Max. benefit period for short-term disability is 12 months. LTD maximum benefit depends on age and disability date. Waiting period is 0 days for industrial injury; 0 days for non-industrial short-term disability and 365 days for long term disability.</p>	<p>\$10,000 maximum monthly benefit (66 2/3% of \$15,000) before reduction by deductible income.</p> <p>Max. benefit period for short-term disability is 12 months. LTD maximum benefit depends on age and disability date. Waiting period is 0 days for industrial injury; 0 days for non-industrial short-term disability and 365 days for long term disability.</p>
STATE DISABILITY INSURANCE	None	None	EE pays full cost, currently 1% up to a max salary of \$118,371.	EE pays full cost, currently 1% up to a max salary of \$118,371.	EE pays full cost, currently 1% up to a max salary of \$118,371.	None	None

EE = Employee, ER = Employer
 Rates and coverage are calculated based on regular full-time employees.
 Full-time employees are classified as working a minimum of 30 hours per week for medical/vision under the Affordable Care Act

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BENEFIT	SR. EXECUTIVE TEAM	MANAGEMENT GROUP	MANAGEMENT/ PROFESSIONAL/ CONFIDENTIAL	MISC "A" (AFSCME)	TEAMSTERS	POLICE MGMT GROUP	POLICE OFFICERS' ASSOC.
MEDICARE	ER & EE pay 1.45% of salary, no max.	ER & EE pay 1.45% of salary, no max.	ER & EE pay 1.45% of salary, no max.	ER & EE pay 1.45% of salary, no max.	ER & EE pay 1.45% of salary, no max.	ER & EE pay 1.45% of salary, no max.	ER & EE pay 1.45% of salary, no max.
MEDICAL PLANS ⇒Kaiser and VSP Vision Care 2019 rates	<u>ER pays:</u> EE = \$766.78/mo. Dual = \$1,460.56/mo. Family = \$2,036.41/mo. <u>EE pays:</u> EE = \$ 0.00/mo. Dual = \$ 0.00/mo. Family = \$ 0.00/mo.	<u>ER pays:</u> EE = \$766.78/mo. Dual = \$1,460.56/mo. Family = \$2,036.41/mo. <u>EE pays:</u> EE = \$ 0.00/mo. Dual = \$ 0.00/mo. Family = \$ 0.00/mo.	<u>ER pays:</u> EE = \$766.78/mo. Dual = \$1,460.56/mo. Family = \$2,036.41/mo. <u>EE pays:</u> EE = \$ 0.00/mo. Dual = \$ 0.00/mo. Family = \$ 0.00/mo.	<u>ER pays:</u> EE = \$766.78/mo. Dual = \$1,460.56/mo. Family = \$2,036.41/mo. <u>EE pays:</u> EE = \$ 0.00/mo. Dual = \$ 0.00/mo. Family = \$ 0.00/mo.	<u>ER pays:</u> EE = \$766.78/mo. Dual = \$1,460.56/mo. Family = \$2,036.41/mo. <u>EE pays:</u> EE = \$ 0.00/mo. Dual = \$ 0.00/mo. Family = \$ 0.00/mo.	<u>ER pays:</u> EE = \$766.78/mo. Dual = \$1,460.56/mo. Family = \$2,036.41/mo. <u>EE pays:</u> EE = \$ 0.00/mo. Dual = \$ 0.00/mo. Family = \$ 0.00/mo.	<u>ER pays:</u> EE = \$766.78/mo. Dual = \$1,460.56/mo. Family = \$2,036.41/mo. <u>EE pays:</u> EE = \$ 0.00/mo. Dual = \$ 0.00/mo. Family = \$ 0.00/mo.
⇒Anthem Blue Cross EPO and VSP Vision Care 2019 rates	<u>ER pays:</u> EE = \$766.78/mo. Dual = \$1,460.56/mo. Family = \$2,036.41/mo. <u>EE pays:</u> EE = \$169.51/mo. Dual = \$425.14/mo. Family = \$626.17/mo.	<u>ER pays:</u> EE = \$766.78/mo. Dual = \$1,460.56/mo. Family = \$2,036.41/mo. <u>EE pays:</u> EE = \$169.51/mo. Dual = \$425.14/mo. Family = \$626.17/mo.	<u>ER pays:</u> EE = \$766.78/mo. Dual = \$1,460.56/mo. Family = \$2,036.41/mo. <u>EE pays:</u> EE = \$169.51/mo. Dual = \$425.14/mo. Family = \$626.17/mo.	<u>ER pays:</u> EE = \$766.78/mo. Dual = \$1,460.56/mo. Family = \$2,036.41/mo. <u>EE pays:</u> EE = \$169.51/mo. Dual = \$425.14/mo. Family = \$626.17/mo.	<u>ER pays:</u> EE = \$766.78/mo. Dual = \$1,460.56/mo. Family = \$2,036.41/mo. <u>EE pays:</u> EE = \$169.51/mo. Dual = \$425.14/mo. Family = \$626.17/mo.	<u>ER pays:</u> EE = \$823.28/mo. Dual = \$1,602.27/mo. Family = \$2,245.13/mo. <u>EE pays:</u> EE = \$113.01/mo. Dual = \$283.43/mo. Family = \$417.45/mo.	<u>ER pays:</u> EE = \$823.28/mo. Dual = \$1,602.27/mo. Family = \$2,245.13/mo. <u>EE pays:</u> EE = \$113.01/mo. Dual = \$283.43/mo. Family = \$417.45/mo.
⇒Anthem Blue Cross PPO and VSP Vision Care 2019 rates	<u>ER Pays</u> EE = \$761.22/mo. Dual = \$1,460.56/mo. Family = \$2,036.41/mo. <u>EE Pays</u> EE = \$0.00/mo. Dual = \$44.65/mo. Family = \$63.56/mo.	<u>ER Pays</u> EE = \$761.22/mo. Dual = \$1,460.56/mo. Family = \$2,036.41/mo. <u>EE Pays</u> EE = \$0.00/mo. Dual = \$44.65/mo. Family = \$63.56/mo.	<u>ER Pays</u> EE = \$761.22/mo. Dual = \$1,460.56/mo. Family = \$2,036.41/mo. <u>EE Pays</u> EE = \$0.00/mo. Dual = \$44.65/mo. Family = \$63.56/mo.	<u>ER Pays</u> EE = \$761.22/mo. Dual = \$1,460.56/mo. Family = \$2,036.41/mo. <u>EE Pays</u> EE = \$0.00/mo. Dual = \$44.65/mo. Family = \$63.56/mo.	<u>ER Pays</u> EE = \$761.22/mo. Dual = \$1,460.56/mo. Family = \$2,036.41/mo. <u>EE Pays</u> EE = \$0.00/mo. Dual = \$44.65/mo. Family = \$63.56/mo.	<u>ER Pays</u> EE = \$761.22/mo. Dual = \$1,475.44/mo. Family = \$2,057.60/mo. <u>EE Pays</u> EE = \$0.00/mo. Dual = \$29.77/mo. Family = \$42.37/mo.	<u>ER Pays</u> EE = \$761.22/mo. Dual = \$1,475.44/mo. Family = \$2,057.60/mo. <u>EE Pays</u> EE = \$0.00/mo. Dual = \$29.77/mo. Family = \$42.37/mo.
RETIREE HEALTH PLAN EE receives the lesser of actual premium amount or applicable % of Early Retiree premium. Retiree Benefits at the Early Retiree rate until Medicare eligibility.	Eff. 1/1/12 only for current EE's hired before 1/1/12: <u>Yrs.</u> 0-14 0% EE only 15-19 50% EE only 20-24 75% EE only 25+ 100% EE & spouse Benefit stops end of month of EE's 65 th birthday, if EE passes before spouse, benefit stops end of month of EE's 65 th birthday. Retiree and eligible dependents may continue dental through COBRA NO RETIREE HEALTH PLAN BENEFITS FOR NEW HIRES ON OR AFTER 1/1/2012.	Eff. 1/1/12 only for current EE's hired before 1/1/12: <u>Yrs.</u> 0-14 0% EE only 15-19 50% EE only 20-24 75% EE only 25+ 100% EE & spouse Benefit stops end of month of EE's 65 th birthday, if EE passes before spouse, benefit stops end of month of EE's 65 th birthday. Retiree and eligible dependents may continue dental through COBRA NO RETIREE HEALTH	Eff. 1/1/12 only for current EE's hired before 1/1/12: <u>Yrs.</u> 0-14 0% EE only 15-19 50% EE only 20-24 75% EE only 25+ 100% EE & spouse Benefit stops end of month of EE's 65 th birthday, if EE passes before spouse, benefit stops end of month of EE's 65 th birthday. Retiree and eligible dependents may continue dental through COBRA. NO RETIREE HEALTH PLAN BENEFITS FOR NEW HIRES	Eff. 1/1/12 only for current EE's hired before 1/1/12: <u>Yrs.</u> 0-14 0% EE only 15-19 50% EE only 20-24 75% EE only 25+ 100% EE & spouse Benefit stops end of month of EE's 65 th birthday, if EE passes before spouse, benefit stops end of month of EE's 65 th birthday. Retiree and eligible dependents may continue dental through COBRA. NO RETIREE HEALTH PLAN BENEFITS FOR NEW	Eff. 1/1/12 only for current EE's hired before 1/1/12: <u>Yrs.</u> 0-14 0% EE only 15-19 50% EE only 20-24 75% EE only 25+ 100% EE & spouse Benefit stops end of month of EE's 65 th birthday, if EE passes before spouse, benefit stops end of month of EE's 65 th birthday. Retiree and eligible dependents may continue dental through COBRA. NO RETIREE HEALTH PLAN BENEFITS FOR NEW	Eff. 1/1/12 only for current EE's hired before 1/1/12: <u>Yrs.</u> <u>Kaiser prem.</u> 0- < 5 no contribution 5 - < 15 25% 15 - < 20 50% 20 yrs. min. service retiree & elig. spouse will receive 100% cov. w/premium to be capped at the higher of the two least expensive plans. Eff. 9/15/07 only for EEs hired on/after 9/15/08 and before 7/1/11: <u>Yrs.</u> <u>Kaiser prem.</u> 0-14 25% (EE & spouse) (if/industrial disability retirement) 10-<15 25% (EE & spouse) 15-19 50% (EE & spouse)	Eff. 9/14/07 only for current EE's hired before 9/15/07: <u>Yrs.</u> <u>Kaiser prem.</u> 0- < 5 no contribution 5 - < 15 25% 15 - < 20 50% 20 yrs. min. service retiree & elig. spouse will receive 100% cov. w/premium to be capped at the higher of the two least expensive plans. Eff. 9/15/07 only for EEs hired on/after 9/15/08 and before 7/1/11: <u>Yrs.</u> <u>Kaiser prem.</u> 0-14 25% (EE & spouse) (if/industrial disability retirement) 10-<15 25% (EE & spouse) 15-19 50% (EE & spouse) 20+ 100% (EE & spouse)

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		PLAN BENEFITS FOR NEW HIRES ON OR AFTER 1/1/2012.	ON OR AFTER 1/1/2012.	HIRES ON OR AFTER 1/1/2012.	HIRES ON OR AFTER 1/1/2012.	20+ 100% (EE & spouse) Retiree and eligible dependents may continue dental through COBRA. NO RETIREE HEALTH PLAN BENEFITS FOR NEW HIRES ON OR AFTER 7/1/2011.	Retiree and eligible dependents may continue dental through COBRA. NO RETIREE HEALTH PLAN BENEFITS FOR NEW HIRES ON OR AFTER 7/1/2011.
RETIREMENT HEALTH SAVINGS ACCOUNT (RHS PLAN)	FOR NEW HIRES ON OR AFTER 1/1/2012: City provides Vantage Care Retirement Health Savings (RHS) Plan with ER contribution \$75 per month and required EE contribution of \$75 per month.	FOR NEW HIRES ON OR AFTER 1/1/2012: City provides Vantage Care Retirement Health Savings (RHS) Plan with ER contribution \$75 per month and required EE contribution of \$75 per month.	FOR NEW HIRES ON OR AFTER 1/1/2012: City provides Vantage Care Retirement Health Savings (RHS) Plan with ER contribution \$75 per month and required EE contribution of \$75 per month.	FOR NEW HIRES ON OR AFTER 1/1/2012: City provides Vantage Care Retirement Health Savings (RHS) Plan with ER contribution \$75 per month and required EE contribution of \$75 per month.	FOR NEW HIRES ON OR AFTER 1/1/2012: City provides Vantage Care Retirement Health Savings (RHS) Plan with ER contribution \$75 per month and required EE contribution of \$75 per month.	FOR NEW HIRES ON OR AFTER 7/1/2011: City provides Vantage Care Retirement Health Savings (RHS) Plan with ER contribution \$75 per month and required EE contribution of \$75 per month.	FOR NEW HIRES ON OR AFTER 7/1/2011: City provides Vantage Care Retirement Health Savings (RHS) Plan with ER contribution \$75 per month and required EE contribution of \$75 per month.
DENTAL 2019 Rates	ER pays entire dental insurance for EE and EE's dependents; ER currently pays per <u>EE</u> : EE = \$56.30/mo. Dual = \$104.42/mo. Family = \$180.33/mo.	ER pays entire dental insurance for EE and EE's dependents; ER currently pays per <u>EE</u> : EE = \$56.30/mo. Dual = \$104.42/mo. Family = \$180.33/mo.	ER pays entire dental insurance for EE and EE's dependents; ER currently pays per <u>EE</u> : EE = \$59.56/mo. Dual = \$110.57/mo. Family = \$191.03/mo.	ER pays entire dental insurance for EE and EE's dependents; ER currently pays per <u>EE</u> : EE = \$59.56/mo. Dual = \$110.57/mo. Family = \$191.03/mo.	ER pays entire dental insurance for EE and EE's dependents; ER currently pays per <u>EE</u> : EE = \$56.30/mo. Dual = \$104.42/mo. Family = \$180.33/mo.	ER pays entire dental insurance for EE and EE's dependents; ER currently pays per <u>EE</u> : EE = \$56.30/mo. Dual = \$104.42/mo. Family = \$180.33/mo.	ER pays entire dental insurance for EE and EE's dependents; ER currently pays per <u>EE</u> : EE = \$56.30/mo. Dual = \$104.42/mo. Family = \$180.33/mo.
DENTAL AND MEDICAL ALTERNATIVE In-lieu of medical and/or dental; Paid to EE through payroll, not into Def. Comp.; EE must complete a waiver & submit proof of insurance	<u>Dental:</u> \$25/mo. <u>Medical:</u> Single = \$200/mo. Dual = \$300/mo. Family = \$500/mo.						

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PERS ER Rate Tier 1 Miscellaneous 9.656% UAL 10.624% Safety 23.885% UAL 26.198% ER Rate Tier 2 Miscellaneous 9.553% UAL 10.624% Safety 18.928% UAL 0.148% PEPRA Miscellaneous 6.544% UAL 10.624% Safety 13.034% UAL .236%	Tier 1: City of Pittsburg EEs hired before 7/10/11: 2% @ 55 plan; single highest yr.; Tier 2: EEs hired after 7/10/11: 2% @ 60 based on 36 mo. avg w/ 2% COLA PEPRA: For non-reciprocal EEs hired after 1/1/13: 2% @ 62 plan; Highest 36-month avg; EEs pay 7.25% required contribution. Classic EEs (Tier 1 & 2) pay a total cost of 9%.	Tier 1: City of Pittsburg EEs hired before 7/10/11: 2% @ 55 plan; single highest yr.; Tier 2: EEs hired after 7/10/11: 2% @ 60 based on 36 mo. avg w/ 2% COLA PEPRA: For non-reciprocal EEs hired after 1/1/13: 2% @ 62 plan; Highest 36 mo. avg; EEs pay 7.25% required contribution. Classic EEs (Tier 1 & 2) pay a total cost of 9%.	Tier 1: City of Pittsburg EEs hired before 7/10/11: 2% @ 55 plan; single highest yr.; Tier 2: EEs hired after 7/10/11: 2% @ 60 based on 36 mo. avg w/ 2% COLA PEPRA: For non-reciprocal EEs hired after 1/1/13: 2% @ 62; plan; Highest 36 mo. avg; EEs pay 7.25% required contribution. Classic EEs (Tier 1 & 2) pay a total cost of 9%.	Tier 1: City of Pittsburg EEs hired before 7/10/11: 2% @ 55 plan; single highest yr.; Tier 2: EEs hired after 7/10/11: 2% @ 60 based on 36 mo. avg w/ 2% COLA PEPRA: For non-reciprocal EEs hired after 1/1/13: 2% @ 62; plan; Highest 36 mo. avg; EEs pay 7.25% required contribution. Classic EEs (Tier 1 & 2) pay a total cost of 9%.	Tier 1: City of Pittsburg EEs hired before 7/10/11: 2% @ 55 plan; single highest yr.; Tier 2: EEs hired after 7/10/11: 2% @ 60 based on 36 mo. avg w/ 2% COLA PEPRA: For non-reciprocal EEs hired after 1/1/13: 2% @ 62; plan; Highest 36-month average; EEs pay 7.25% required contribution. Classic EEs (Tier 1 & 2) pay a total cost of 9%.	Tier 1: City of Pittsburg EEs hired before 10/30/11: 3% @ 50 plan; single highest yr.; Tier 2: EEs hired after 10/30/11: 3% @ 55 plan; single highest yr.; PEPRA: For non-reciprocal EEs hired after 1/1/13: 2.7% @ 57 plan; Highest 36-month average; EEs pay 11.50% required contribution. Classic EEs (Tier 1 & 2) pay a total cost of 12%.	Tier 1: City of Pittsburg EEs hired before 10/30/11: 3% @ 50 plan; single highest yr.; EEs Tier 2: EEs hired after 10/30/11: 3% @ 55 plan; single highest yr. PEPRA: For non-reciprocal EEs hired after 1/1/13: 2.7% @ 57 plan; Highest 36-month average; EEs pay 11.50% required contribution. Classic EEs (Tier 1 & 2) pay a total cost of 12%.
SOCIAL SECURITY	EE & ER pay 6.2% of salary up to \$132,900	EE & ER pay 6.2% of salary up to \$132,900	EE & ER pay 6.2% of salary up to \$132,900	EE & ER pay 6.2% of salary up to \$132,900	EE & ER pay 6.2% of salary up to \$132,900	NO	NO
DEFERRED COMP Provider: Mass Mutual 457 Plan or Strategic Retirement	EE option up to: Under age 50: \$19,000 Over age 50: \$25,000 Per calendar year \$125/mo. ER match	EE option up to: Under age 50: \$19,000 Over age 50: \$25,000 Per calendar year \$125/mo. ER match	EE option up to: Under age 50: \$19,000 Over age 50: \$25,000 Per calendar year \$125/mo. ER match	EE option up to: Under age 50: \$19,000 Over age 50: \$25,000 Per calendar year \$125/mo. ER match	EE option up to: Under age 50: \$19,000 Over age 50: \$25,000 Per calendar year \$125/mo. ER match	EE option up to: Under age 50: \$19,000 Over age 50: \$25,000 Per calendar year \$100/mo. ER match	EE option up to: Under age 50: \$19,000 Over age 50: \$25,000 Per calendar year \$100/mo. ER match
Vacation Conversion to Section 401a Plan	Annual required contribution is based on 80 hours x hourly rate of lowest paid member.						
125 FLEXIBLE BENEFIT PLAN Provider: American Fidelity ⇒Dependent Care	No ER contribution. EE can contribute up to \$5,000 pre-tax per calendar year.	No ER contribution. EE can contribute up to \$5,000 pre-tax per calendar year.	No ER contribution. EE can contribute up to \$5,000 pre-tax per calendar year.	No ER contribution. EE can contribute up to \$5,000 pre-tax per calendar year.	No ER contribution. EE can contribute up to \$5,000 pre-tax per calendar year.	No ER contribution. EE can contribute up to \$5,000 pre-tax per calendar year.	No ER contribution. EE can contribute up to \$5,000 pre-tax per calendar year.
⇒Health Care	EE can contribute up to \$2,700 pre-tax per calendar yr. Matching ER contribution up to a maximum of \$200 per year for medical plan subscribers.	EE can contribute up to \$2,700 pre-tax per calendar yr. Matching ER contribution up to a maximum of \$200 per year for medical plan subscribers.	EE can contribute up to \$2,700 pre-tax per calendar yr. Matching ER contribution up to a maximum of \$200 per year for medical plan subscribers.	EE can contribute up to \$2,700 pre-tax per calendar yr. Matching ER contribution up to a maximum of \$200 per year for medical plan subscribers.	EE can contribute up to \$2,700 pre-tax per calendar yr. Matching ER contribution up to a maximum of \$200 per year for medical plan subscribers.	EE can contribute up to \$2,700 pre-tax per calendar yr. Matching ER contribution up to a maximum of \$200 per year for medical plan subscribers.	EE can contribute up to \$2,700 pre-tax per calendar yr. Matching ER contribution up to a maximum of \$200 per year for medical plan subscribers.
COMMUTER BENEFIT Provider: Clipper Direct	No ER contribution. EEs working 20 hours a week are eligible to participate in the commuter benefits program. EEs can purchase up to a maximum of \$265 per month pre-tax for transit passes.						

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VACATION LEAVE: ⇒ ACCRUAL	0 - 5 yrs = 13 days/yr 6 - 10 yrs = 18 days/yr 11 yrs = 19 days/yr 12 yrs = 20 days/yr 13 yrs = 21 days/yr 14 yrs = 22 days/yr 15-19 yrs = 23 days/yr 20 yrs+ = 28 days/yr based on total years of continuous public sector service.	0 - 5 yrs = 10 days/yr 6 - 10 yrs = 15 days/yr 11 yrs = 16 days/yr 12 yrs = 17 days/yr 13 yrs = 18 days/yr 14 yrs = 19 days/yr 15-19 yrs = 20 days/yr 20 yrs+ = 25 days/yr	0 - 5 yrs = 10 days/yr 6 - 10 yrs = 15 days/yr 11 yrs = 16 days/yr 12 yrs = 17 days/yr 13 yrs = 18 days/yr 14 yrs = 19 days/yr 15-19 yrs = 20 days/yr 20 yrs+ = 25 days/yr	0 - 5 yrs = 10 days/yr 6 - 10 yrs = 15 days/yr 11 yrs = 16 days/yr 12 yrs = 17 days/yr 13 yrs = 18 days/yr 14 yrs = 19 days/yr 15-19 yrs = 20 days/yr 20 yrs+ = 25 days/yr	0 - 5 yrs = 10 days/yr 6 - 10 yrs = 15 days/yr 11 yrs = 16 days/yr 12 yrs = 17 days/yr 13 yrs = 18 days/yr 14 yrs = 19 days/yr 15-19 yrs = 20 days/yr 20 yrs+ = 25 days/yr	0 - 5 yrs = 13 days/yr 6 - 10 yrs = 18 days/yr 11 yrs = 19 days/yr 12 yrs = 20 days/yr 13 yrs = 21 days/yr 14 yrs = 22 days/yr 15-19 yrs = 23 days/yr 20 yrs+ = 28 days/yr	0 - 5 yrs = 13 days/yr 6 - 10 yrs = 18 days/yr 11 yrs = 19 days/yr 12 yrs = 20 days/yr 13 yrs = 21 days/yr 14 yrs = 22 days/yr 15-19 yrs = 23 days/yr 20 yrs+ = 28 days/yr
⇒ VACATION CONVERSION	Annual required contribution is based on 80 hours x hourly rate of lowest paid member.						
⇒ CAP	2x's annual accrual up to 380 hrs/max	2x's annual accrual up to 380 hrs/max	260 hrs/maximum	260 hrs/maximum	260 hrs/maximum	2x's annual accrual up to 380 hrs/max	2x's annual accrual up to 380 hrs/max
⇒ BUYBACK	Up to 40 hrs per fiscal year	Up to 80 hrs per fiscal year	Up to 80 hrs per fiscal year	Up to 80 hrs per fiscal year	Up to 80 hrs per fiscal year	Up to 80 hrs per fiscal year	Up to 80 hrs per fiscal year
⇒ MIN. USE – to be eligible for buyback	40 hrs/per year	40 hrs/per year	40 hrs/per year	40 hrs/per year	40 hrs/per year	40 hrs/per year	40 hrs/per year
SICK LEAVE ACCRUAL	Accrue 3.69 hours per pay period (12 days per year).	Accrue 3.69 hours per pay period (12 days per year).	Accrue 3.69 hours per pay period (12 days per year).	Accrue 3.69 hours per pay period (12 days per year).	Accrue 3.69 hours per pay period (12 days per year).	Accrue 3.69 hours per pay period (12 days per year).	Accrue 3.69 hours per pay period (12 days per year).
⇒ Incentive	4 hrs credited to vacation leave w/no usage of SL during any payroll year quarter.	4 hrs credited to vacation leave w/no usage of SL during any payroll year quarter.	4 hrs credited to vacation leave w/no usage of SL during any payroll year quarter.	4 hrs credited to vacation leave w/no usage of SL during any payroll year quarter.	4 hrs credited to vacation leave w/no usage of SL during any payroll year quarter.	4 hrs credited to vacation leave w/no usage of SL during any payroll year quarter.	4 hrs credited to vacation leave w/no usage of SL during any payroll year quarter.
⇒ Personal Necessity Leave	May use up to 32 hrs/yr	May use up to 32 hrs/yr	May use up to 32 hrs/yr	May use up to 32 hrs/yr	May use up to 32 hrs/yr	May use up to 32 hrs/yr	May use up to 32 hrs/yr
BEREAVEMENT LEAVE ⇒ Immediate family is defined as spouse, domestic partner, children, parents, grandparents, grand-children, brothers, sisters, stepchildren, step-parents, half-brothers, half-sisters, fathers-in-law, and mothers-in-law.	3 days paid leave for death of immediate family member; to be taken within six months of death	3 days paid leave for death of immediate family member; to be taken within six months of death	3 days paid leave for death of immediate family member; to be taken within six months of death	3 days paid leave for death of immediate family member; to be taken within six months of death	3 days paid leave for death of immediate family member; to be taken within six months of death	3 days paid leave for death of immediate family member; to be taken within six months of death	3 days paid leave for death of immediate family member; to be taken within six months of death
UNIFORM SAFETY SHOE ALLOWANCE			Police non-sworn only \$240/yr. \$180/yr. for protective footwear \$80/yr. for reimbursement for protective/safety clothing.	Police non-sworn only \$240/yr.	\$550/yr.	\$1,000/yr.	\$1,000/yr.
HOLIDAYS & HOLIDAY PAY	<u>Holidays:</u> 13 observed holidays & 16 hours floating holiday	<u>Holidays:</u> 13 observed holidays & 16 hours floating holiday	<u>Holidays:</u> 13 observed holidays & 16 hours floating holiday	<u>Holidays:</u> 13 observed holidays & 16 hours floating holiday	<u>Holidays:</u> 13 observed holidays & 16 hours floating holiday <u>WTP Operators:</u> Water Plant Operators shall receive eight (8) hours holiday paid at the overtime rate when a holiday is worked (except FHs). If holiday was not worked, eight	<u>Holiday pay:</u> 5% of salary in lieu of holidays & 2 floating holidays	<u>Holiday pay:</u> 5% of salary in lieu of holidays & 2 floating holidays

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CITY OF PITTSBURG BENEFIT MATRIX 9-23-2019

BENEFIT	SR. EXECUTIVE TEAM	MANAGEMENT GROUP	MANAGEMENT/ PROFESSIONAL/ CONFIDENTIAL	MISC "A" (AFSCME)	TEAMSTERS	POLICE MGMT GROUP	POLICE OFFICERS' ASSOC.
					(8) hours is credited to CTO balance. If maximum CTO is reached, the hours are paid as additional earnings.		
SHIFT DIFFERENTIAL					Water Plant Operators receive a shift differential of \$1.75/per hour for working 5:00 p.m. to 10:59:59 p.m. & \$3.50/per hour for working 11:00 p.m. to 6:59:59 a.m.		2% when shift ends between 9:00 p.m. and 12:00 a.m. 4.5% when shift ends between 12:01 a.m. and 7:00 a.m.
STANDBY PAY			PW, Water Plant supervisors and superintendents, Utility and Equipment Supervisors receive \$350 per stand-by shift.		Maint. Workers (I, II Leads), Equipment Mechanics and Electrical Technicians, Apprentice and Lead receive \$300 per primary stand-by shift & \$250 per secondary stand-by shift. Utility Workers/Techs receive \$250 per primary stand-by shift.		
ADMIN LEAVE	96 hours/year	96 hours/year	80 hours/year (see MOU)	N/A	N/A	96 hours/year	N/A
ACTING PAY, WORKING IN A HIGHER CLASS			Minimum 5% for working in higher class or 5% for special project pay	Minimum 5% for working in higher class or 5% for special project pay	Minimum 5% for working in higher class or 5% for special project pay	Minimum 5% for working in higher class	Minimum 5% for working in higher class
CALL OUT PAY				2 hours min. OT during non-reg. hours	2 hrs. min. OT during non-reg. hours		4 hrs. min. OT when asked to work on a day other than their reg. schedule or called to court
OT COMP & COMP TIME OFF			Based on hours worked 1 ½x's the reg. hourly rate, calculated to the nearest 15 min.	Based on hours worked 1 ½x's the reg. hourly rate, calculated to the nearest 15 min.	Based on hours worked 1 ½x's the reg. hourly rate, calculated to the nearest 15 min.		Based on hours worked 1 ½x's the reg. hourly rate, calculated to the nearest 15 min.
EDUCATION INCENTIVES & SPECIALTY PAY			\$350 and \$360 per mo. salary incentive to Water Plant Supv's who receive and maintain T4 or T5 certification; \$400 per month salary incentive to Water Plant Superintendent who receives a BA/BS from an accredited college or university in chemistry, biology or engineering. Public Works Supervisor 5% - D4 Water Distribution Certificate Water Plant Supervisor 1% - D1 and 2% - D-2 water distribution certificate Professional Engineer Certification- additional 5% base pay for Civil Engineer I/II.	Bilingual Pay – for Spanish bilingual proficiency \$50/mo.	\$300 per month salary incentive for Water Plant Operators who receive and maintain a Treatment Grade III State of CA certification. An additional five percent (5%) salary incentive to Water Plant Operators who receive and maintain Grade IV State of CA certification. \$460 per month salary incentive to Water Quality Analyst I/II or other employee when assigned designation of Water Treatment Lab Director. *For Certification Pay please see last page.	Upon obtaining POST certificate or a degree, addl. % to EE's base pay as follows: 2.5% Inter. POST 5% Adv. POST 5% Bachelor's 10% Master's The maximum incentive for education is 15% for an Advanced POST cert. and Master's degree 4% Bi-lingual Pay (Spanish only) 2.5% Command College or Equiv.	Upon obtaining POST certificate or a degree, addl. % to EE's base pay as follows: 2.5% Inter. POST 5% Adv. POST 5% Bachelor's 10% Master's The maximum incentive for education is 15% for an Advanced POST cert. and Master's degree 4% Bilingual Pay (Spanish only) 5% Canine Pay 5% Motor Pay 5% Field Training Officer 3% Detective Pay

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BENEFIT	SR. EXECUTIVE TEAM	MANAGEMENT GROUP	MANAGEMENT/ PROFESSIONAL/ CONFIDENTIAL	MISC "A" (AFSCME)	TEAMSTERS	POLICE MGMT GROUP	POLICE OFFICERS' ASSOC.																																																																																															
			AICP Certification for Associate or Assistant Planner and Sr. Planner additional 5% base pay Bilingual Pay – for Spanish bilingual proficiency \$50/mo.																																																																																																			
TUITION REIM.	ER pays up to \$2,700 per calendar yr. as follows: 100% of tuition, fees, textbooks & supplies up to \$2,400 50% of tuition, books & supplies between \$2401-\$3000	ER pays up to \$2,700 per calendar yr. as follows: 100% of tuition, fees, textbooks & supplies up to \$2,400 50% of tuition, books & supplies between \$2401-\$3000	ER pays up to \$2,700 per calendar yr. as follows: 100% of tuition, fees, textbooks & supplies up to \$2,400 50% of tuition, books & supplies between \$2401-\$3000	ER pays up to \$2,700 per calendar yr. as follows: 100% of tuition, fees, textbooks & supplies up to \$2,400 50% of tuition, books & supplies between \$2401-\$3000	ER pays up to \$2,700 per calendar yr. as follows: 100% of tuition, fees, textbooks & supplies up to \$2,400 50% of tuition, books & supplies between \$2401-\$3000	ER pays up to \$2,700 per calendar yr. as follows: 100% of tuition, fees, textbooks & supplies up to \$2,400 50% of tuition, books & supplies between \$2401-\$3000	ER pays up to \$2,700 per calendar yr. as follows: 100% of tuition, fees, textbooks & supplies up to \$2,400 50% of tuition, books & supplies between \$2401-\$3000																																																																																															
EMPLOYEE ASSISTANCE PROGRAM contracts and pays \$3.89 per family unit for an EAP	EE and their household family members receive up to eight (8) counseling visits per incident per rolling 12 months.	EE and their household family members receive up to eight (8) counseling visits per incident per rolling 12 months.	EE and their household family members receive up to eight (8) counseling visits per incident per rolling 12 months.	EE and their household family members receive up to eight (8) counseling visits per incident per rolling 12 months.	EE and their household family members receive up to eight (8) counseling visits per incident per rolling 12 months.	EE and their household family members receive up to eight (8) counseling visits per incident per rolling 12 months.	EE and their household family members receive up to eight (8) counseling visits per incident per rolling 12 months.																																																																																															
WORKERS' COMPENSATION LEAVE	EE receives up to 60 calendar days of full pay in coordination with workers' compensation temporary total disability payments	EE receives up to 60 calendar days of full pay in coordination with workers' compensation temporary total disability payments	EE receives up to 60 calendar days of full pay in coordination with workers' compensation temporary total disability payments	EE receives up to 60 calendar days of full pay in coordination with workers' compensation temporary total disability payments	EE receives up to 60 calendar days of full pay in coordination with workers' compensation temporary total disability payments	No enhancements over LC4850 benefits.	No enhancements over LC4850 benefits.																																																																																															
SERVICE ACHIEVEMENT INCENTIVE PLAN	<table border="0"> <thead> <tr> <th><u>Yrs. of Svc.</u></th> <th><u>Hrs. added to Reserve Vac Bank</u></th> </tr> </thead> <tbody> <tr><td>5</td><td>40</td></tr> <tr><td>10</td><td>50</td></tr> <tr><td>15</td><td>60</td></tr> <tr><td>20</td><td>70</td></tr> <tr><td>25</td><td>80</td></tr> <tr><td>30</td><td>80</td></tr> <tr><td>35</td><td>80</td></tr> <tr><td>40</td><td>80</td></tr> </tbody> </table>	<u>Yrs. of Svc.</u>	<u>Hrs. added to Reserve Vac Bank</u>	5	40	10	50	15	60	20	70	25	80	30	80	35	80	40	80	<table border="0"> <thead> <tr> <th><u>Yrs. of Svc.</u></th> <th><u>Hrs. added to Reserve Vac Bank</u></th> </tr> </thead> <tbody> <tr><td>5</td><td>40</td></tr> <tr><td>10</td><td>50</td></tr> <tr><td>15</td><td>60</td></tr> <tr><td>20</td><td>70</td></tr> <tr><td>25</td><td>80</td></tr> <tr><td>30</td><td>80</td></tr> <tr><td>35</td><td>80</td></tr> <tr><td>40</td><td>80</td></tr> </tbody> </table>	<u>Yrs. of Svc.</u>	<u>Hrs. added to Reserve Vac Bank</u>	5	40	10	50	15	60	20	70	25	80	30	80	35	80	40	80	<table border="0"> <thead> <tr> <th><u>Yrs. of Svc.</u></th> <th><u>Hrs. added to Reserve Vac Bank</u></th> </tr> </thead> <tbody> <tr><td>5</td><td>40</td></tr> <tr><td>10</td><td>50</td></tr> <tr><td>15</td><td>60</td></tr> <tr><td>20</td><td>70</td></tr> <tr><td>25</td><td>80</td></tr> <tr><td>30</td><td>80</td></tr> <tr><td>35</td><td>80</td></tr> <tr><td>40</td><td>80</td></tr> </tbody> </table>	<u>Yrs. of Svc.</u>	<u>Hrs. added to Reserve Vac Bank</u>	5	40	10	50	15	60	20	70	25	80	30	80	35	80	40	80	<table border="0"> <thead> <tr> <th><u>Yrs. of Svc.</u></th> <th><u>Hrs. to Reserve Vac. Bank</u></th> </tr> </thead> <tbody> <tr><td>5</td><td>40</td></tr> <tr><td>10</td><td>50</td></tr> <tr><td>15</td><td>60</td></tr> <tr><td>20</td><td>70</td></tr> <tr><td>25</td><td>80</td></tr> <tr><td>30</td><td>80</td></tr> <tr><td>35</td><td>80</td></tr> <tr><td>40</td><td>80</td></tr> </tbody> </table>	<u>Yrs. of Svc.</u>	<u>Hrs. to Reserve Vac. Bank</u>	5	40	10	50	15	60	20	70	25	80	30	80	35	80	40	80	<table border="0"> <thead> <tr> <th><u>Yrs. of Svc.</u></th> <th><u>Hrs. to Reserve Vac. Bank</u></th> </tr> </thead> <tbody> <tr><td>5</td><td>40</td></tr> <tr><td>10</td><td>50</td></tr> <tr><td>15</td><td>60</td></tr> <tr><td>20</td><td>70</td></tr> <tr><td>25</td><td>80</td></tr> </tbody> </table>	<u>Yrs. of Svc.</u>	<u>Hrs. to Reserve Vac. Bank</u>	5	40	10	50	15	60	20	70	25	80	<table border="0"> <thead> <tr> <th><u>Yrs. of Svc.</u></th> <th><u>Hrs. to Reserve Vac. Bank</u></th> </tr> </thead> <tbody> <tr><td>5</td><td>40</td></tr> <tr><td>10</td><td>50</td></tr> <tr><td>15</td><td>60</td></tr> <tr><td>20</td><td>70</td></tr> <tr><td>25</td><td>80</td></tr> </tbody> </table>	<u>Yrs. of Svc.</u>	<u>Hrs. to Reserve Vac. Bank</u>	5	40	10	50	15	60	20	70	25	80
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CITY OF PITTSBURG BENEFIT MATRIX

TEAMSTERS CERTIFICATION PAY (For Education Incentives/Specialty Pay, please see pages 6-7)

Electrical Technicians & Leads

- 2% for Type 1 EPA certificate
- 3% for Type 2 EPA certificate
- 4% for Type 3 EPA certificate
- 5% for Universal certificate from EPA

Equipment Mechanics and Electrical Technicians & Leads

- 1% for D-1 water distribution certificate
- 2% for D-2 water distribution certificate
- 5% for D-3 water distribution certificate
- 8% for D-4 water distribution certificate

Maintenance Worker I – Facilities & Utilities

- 2% for Class A or B with air brake and tank endorsements (and Electrical Technician Apprentice)
- 2% for D-1 water distribution certificate
- 5% for D-2 water distribution certificate
- 2% for grade 1 collection system maintenance certificate
- 5% for grade 2 collection system maintenance certificate

Maintenance Worker I – Environmental Services

- 2% for Class A or B with air brake and tank endorsements
- 2% for D-1 water distribution certificate
- 5% for D-2 water distribution certificate
- 2% for grade 1 collection system maintenance certificate
- 5% for grade 2 collection system maintenance certificate

Any Teamsters-represented employee

- LIFT- An employee who is certified and authorized by the City Manager or designee to train other City employees on the proper use of a narrow isle forklift, lift truck, and powered pallet jack shall receive two percent (2%) per month
- LOAD- An employee who is certified and authorized by the City Manager designee to train other City employees on the proper use of a front-end loader, skid steer loader and a backhoe shall receive two percent (2%) per month
- TRAINER PAY-Class A/B Trainer shall receive two percent (2%) per month (not subject to incentives cap of 5%).
- UST- An employee who possesses an Underground Storage Tank certificate and/or Pipeline & Hazardous Safety Administration Qualified Evaluator and authorized by the City Manager or designee, to provide, and does so perform, the daily, monthly, and other assigned functions as assigned shall receive two percent (2%) per month

EE Receives EITHER the certification pay for a single item or the combined pay (to 5% max) for multiple items

Maintenance Worker II – Facilities & Utilities and Electrical Technician Apprentice

- 2% for D-1 water distribution certificate 5% for D-2 water distribution certificate
- 8% for D-3 water distribution certificate
- 5% for grade 3 collection system maintenance certificate
- 2% for grade 2 collection system maintenance certificate

Maintenance Worker II – Environmental Services

- 2% for D-1 water distribution certificate
- 5% for D-2 water distribution certificate
- 2% for grade 2 collection system maintenance certificate
- 5% for grade 3 collection system maintenance certificate

Maintenance Lead Worker – Facilities & Utilities

- 2% for D-2 water distribution certificate
- 5% for D-3 water distribution certificate
- 8% for D-4 water distribution certificate
- 2% for grade 3 collection system maintenance certificate

Maintenance Lead Worker – Environmental Services

- 2% for D-2 water distribution certificate
- 5% for D-3 water distribution certificate
- 2% for grade 3 collection system maintenance certificate

Utility Technicians I/II

- 2% Class A/B license with air brake and tank endorsement

Water Quality Analyst, Water Plant Operator, Grade 3, Water Instrument Maintenance Technician I/II, and Water Maintenance Mechanic I/II

- 2% for D-1 water distribution certificate
- 5% for D-2 water distribution certificate

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