

**CITY OF EL CERRITO  
EMPLOYEE BENEFIT SCHEDULE  
City Contribution and Relevant Information**

<b>BENEFIT</b>	<b>POLICE ASSOCIATION 7/1/2004 to 6/30/2007</b>	<b>FIREFIIGHTERS' ASSOCIATION 7/1/2006 to 6/30/2012</b>	<b>PUBLIC SAFETY MANAGEMENT 7/1/03 to 6/30/2006</b>	<b>GENERAL MANAGEMENT 6/30/06 to 7/1/2010</b>	<b>LOCAL 790 &amp; CONFIDENTIAL 6/30/05 to 7/1/2010</b>
Flex Benefits - Medical	Maximum of \$1168.18 for family medical as of 7/1/2007	Maximum of \$1554.73 for family medical as of 7/1/2007	Police same as sworn; fire same as general management	Maximum of \$1168.18 for family medical as of 7/1/2007	Maximum of \$1168.18 family medical 7/1/2007
Dental	Maximum of \$144.47 for family dental 7/1/2007	Maximum of \$144.47 for family dental 7/1/2007	Maximum of \$144.47 for family dental 7/1/2007	Maximum of \$144.47 for employee dental 7/1/2007	Maximum of \$144.47 for employee dental 7/1/2007
Life Insurance	Annual Salary (max of \$100,000); rate= annual salary/1000*0.215	Annual Salary (max of \$100,000); rate= annual salary/1000*0.215	Annual Salary (max of \$100,000); rate= annual salary/1000*0.215	Annual Salary (max of \$100,000); rate= annual salary/1000*0.215	Annual Salary (max of \$100,000); rate= annual salary/1000*0.215
STD/LTD Insurance 60 day waiting	Sworn: rate = monthly salary/100*\$.877	Rate = monthly salary/100*\$.877	Rate = monthly salary/100*\$.877		
STD/LTD Insurance 30 day waiting	Non-sworn: rate = monthly salary/100*\$.95			Rate = monthly salary/100*\$.95	Rate = monthly salary/100*\$.95
PERS Safety inc. 9% City pick-up of employee rate and EPMC	3% at 50, 1 yr highest, sick leave credit; ER rate =24.506% as of 7/1/07.	3% at 50, 1 yr highest, sick leave credit; ER rate = 24.506% as of 7/1/07.	3% at 50, 1 yr highest, sick leave credit; ER rate = 24.506% as of 7/1/07.		
PERS non-Safety inc. 7% City pick-up and EPMC.	2.7% at 55, 1 yr., sick leave credit; ER rate=16.726% as of 7/1/07. EE pays 1%.			2.7% at 55, 1 yr., sick leave credit; ER rate= 16.726% as of 7/1/07. EE pays 1%.	2.7% at 55, 1 yr., sick leave credit; ER rate=16.726 % as of 7/1/07. EE pays 1%.
FICA/Medicare	Medicare 1.45%	Medicare 1.45%	Medicare 1.45%	FICA 6.2% of first \$94,200; Medicare 1.45%	FICA 6.2% of first \$94,200; Medicare 1.45%
Education Pay	Sworn \$210/mo AA.( or 60units+6 in 2 yrs); \$290 BA		Police Management only – same as Officers		
Longevity Pay	Annually 3% 7 to 15yrs; 5% - 15 thru 19 yrs; 7% at 20 yrs.		Police Management only – same as Police Association		\$1,000 annually at 15 yrs or more of service
Auto Allowance			Varies- Vehicle for some	Up to \$325/monthly	
Uniform Allowance	Sworn \$850 yr; Non-sworn \$625	\$725 annually	Police \$850; Fire \$725		Mtnce: \$200 yr for steel toed shoes and gloves
Assignment or Shift Differential	5% for night shift; 5% for detective and admin. assign.	10% if 40hr staff Officer	Fire Training Chief – 10%		
Holidays	10+birthday and 2 floating; non-sworn -2 more ½ days.	12+ birthday	11 1/2 + birthday + 3 floaters	11½+ birthday + 3 floaters	11 ½ +birthday+3 floaters
Administrative Leave			Maximum of 10 days	Maximum of 10 days	
Work Week	Sworn 40 hrs, 3-12 schedule; Non-sworn 37 ½ hrs	Standard 56 hrs average (24 hr shifts); 3 and a 4 schedule	40 hrs, except shift Battalion Chiefs on 56 hr average	37 ½ hr/ either 9/75 or 8/75 for 2 weeks	37 ½ hrs/ either 9/75 or 8/75 for 2 weeks
Last Salary Increase	7/06	7/1/07 3%	7/1/07 3%	7/1/07 3%	7/1/07 3%
Next Salary Increase	In negotiations	median	7/1/07 3% 1/1/08 median FC	7/1/08 3%	7/08 3%

CITY MANAGER: Benefits the same as general management except that the auto allowance is \$400/month. CITY COUNCIL: Salary \$441/month since 12/3/91.