

**CITY OF BURLINGAME HUMAN RESOURCES DEPARTMENT
BENEFITS SUMMARY, 04/01/2022**

Bargaining Units	CITY COUNCIL	DEPART-MENT HEADS & UNREPRESENTED (City Manager and City Attorney by employment contract)	AFSCME 829 BAMB	AFSCME 829 MAINTENANCE	AFSCME 829 ADMINISTRATIVE	AFSCME 829 ADMINISTRATIVE & MAINTENANCE REGULAR PART-TIME BENEFITTED (30+ HOURS/ WEEK)	ASSOCIATION OF POLICE ADMINISTRATORS	POLICE SERGEANTS ASSOCIATION	POLICE OFFICERS ASSOCIATION	TEAMSTERS LOCAL 856	UNREP CASUAL HOURLY
MOU Effective Dates	N/A	By City Council Resolution 1/1/2022 through 12/31/2022	1/1/2020 through 12/31/2022	7/1/2019 through 6/30/2022	7/1/2019 through 6/30/2022	Not a separate MOU – part of AFSCME Maintenance and Admin MOUs (same benefits in both MOUs)	1/1/2022 through 12/31/2022	1/1/2022 through 12/31/2022	1/1/2022 through 12/31/2022	1/1/2022 through 12/31/2022	By City Council Resolution 2/18/2020
PERS Formulas 2.5% @ 55 Miscellaneous 3% @ 50 Safety 1 year final compensation 1/1/13 2% @ 62 Miscellaneous 2.7% @ 57-Safety w/ 3 year average final compensation **Employee “new” definition-Pg 7	2.5% @ 55 w/1 year final compensation <u>Hire after</u> 1/1/13 New: 2% @ 62 w/3 year average final compensation. Enrollment Optional	Eff. 3/31/2008 2.5% @ 55 Miscellaneous 3 % @ 50 Safety-1 year final compensation <u>Hired after</u> 1/1/13- New: Miscellaneous2% @62 Safety 2.7% @57 Both w/3 year average compensation	Eff. 3/31/2008 Classic members (hired on or before 12/31/12 in PERS) 2.5% @ 55 1 year final compensation <u>Hired after</u> 1/1/13 and New: 2% @ 62 w/3 year average final compensation	Eff. 3/31/2008 Classic members (hired on or before 12/31/12 in PERS) 2.5% @ 55 1 year final compensation <u>Hired after</u> 1/1/13 and New: 2% @ 62 w/3 year average final compensation	Eff. 3/31/2008 Classic members (hired on or before 12/31/12 in PERS) 2.5% @ 55 1 year final compensation <u>Hired after</u> 1/1/13 and New: 2% @ 62 w/3 year average final compensation	Eff. 3/31/2008 Classic members (hired on or before 12/31/12 in PERS) 2.5% @ 55 1 year final compensation <u>Hired after</u> 1/1/13 and New: 2% @ 62 w/3 year average final compensation	3% @ 50 1 year. final compensation. <u>Hired after</u> 1/1/13 & New: 2.7% @ 57 w/3 year average final compensation	3% @ 50 1 year. final compensation. <u>Hired after</u> 1/1/13 & New: 2.7% @ 57 w/3 year average final compensation	3% @ 50 1 year. final compensation. <u>Hired after</u> 1/1/13 & New: 2.7% @ 57 w/3 year average final compensation	Eff. 3/31/2008 Classic members (hired on or before 12/31/12 in PERS) 2.5% @ 55 1 year final compensation <u>Hired after</u> 1/1/13 and New: 2% @ 62 w/3 year average final compensation	N/A- unless already CalPERS member (then PERS Retirement tiers/provisions apply)
PERS Employee Rate/ Employee Paid	8% Miscellaneous Classic 7.25% New Miscellaneous	8.0% Miscellaneous 7.25% New Miscellaneous 9.0% Safety 13.75% New Safety	8.0% Miscellaneous 7.25% New	8.0% Miscellaneous 7.25% New	8.0% Miscellaneous 7.25% New	8.0% Miscellaneous 7.25% New	9.0% Safety 13.75% New	9.0% Safety 13.75% New	9.0% Safety 13.75% New	8.0% Miscellaneous 7.25% New	N/A unless already in PERS. If already in PERS, 8% Classic and 7.25% PEPRA
PERS Employer Rate Effective 7/1/20	Miscellaneous 40.02 %	Miscellaneous 40.02 % Safety 94.92%	Miscellaneous 40.02 %	Miscellaneous 40.02 %	Miscellaneous 40.02 %	Miscellaneous 40.02 %	Safety 94.92%	Safety 94.92%	Safety 94.92%	Miscellaneous 40.02 %	For those in PERS Miscellaneous 40.02%
PERS Payment of Employer Rate	City-paid	1/1/15 Employee pays 1.5% for Classic Employee Miscellaneous & Safety	1/1/15 Employee pays 1.5% for Classic Employee	1/1/15 Employee pays 1.5% for Classic Employee	1/1/15 Employee pays 1.5% for Classic Employee	1/1/15 Employee pays 1.5% for Classic Employee	Effective 1/1/18 Employee pays 4.0% for Classic Employee	Effective 1/1/18 Employee pays 4.0% for Classic Employee	Effective 1/1/18 Employee pays 4.0% for Classic Employee	1/1/15 Employee pays 1.5% for Classic Employee	N/A or for those in PERS already who are Classic members, employee pays 0%
RETIREE HEALTH REIMBURSEMENT ARRANGEMENT (HRA) <i>Employee Contribution</i>	N/A	2% of base pay	None	None	None	None	1% of base pay	None	None	None	N/A
RETIREE HEALTH REIMBURSEMENT ARRANGEMENT (HRA) <i>City Contribution for EEs hired after a specific date (in lieu of retiree health)</i>	EEs hired after 11/1/11 0-5 yrs’ svce 2% base pay, 5-19 years’ svce 3% base pay 20+ years 5.5% base pay	EEs hired after 11/1/11 0-5 yrs’ svce 2% base pay, 5-19 years’ svce 3% base pay 20+ years 5.5% base pay	EEs hired after 11/1/11 0-5 yrs’ svce 2% base pay, 5-19 years’ svce 3% base pay 20+ years 5.5% base pay	EEs hired after 1/1/12 0-5 yrs’ svce 2% base pay, 5-19 years’ svce 3% base pay 20+ years 5.5% base pay	EEs hired after 1/1/12 0-5 yrs’ svce 2% base pay, 5-19 years’ svce 3% base pay 20+ years 5.5% base pay	EEs hired after 1/1/12 0-5 yrs’ svce 2% base pay, 5-19 years’ svce 3% base pay 20+ years 5.5% base pay	EEs hired after 1/1/10 0-5 yrs’ svce 2% base pay, 5-19 years’ svce 3% base pay 20+ years 5.5% base pay	EEs hired after 1/1/10 0-5 yrs’ svce 2% base pay, 5-19 years’ svce 3% base pay 20+ years 5.5% base pay	EEs hired after 1/1/10 0-5 yrs’ svce 2% base pay, 5-19 years’ svce 3% base pay 20+ years 5.5% base pay	EEs hired after 8/15/11 0-5 yrs’ svce 2% base pay, 5-19 years’ svce 3% base pay 20+ years 5.5% base pay	N/A
RETIREE HEALTH REIMBURSEMENT ARRANGEMENT (HRA) <i>City Contribution for all employees in unit</i>	N/A	1% of base pay	1% of base pay	1% of base pay	1% of base pay	1% of base pay	1% of base pay	1% of base pay	1% of base pay	1% of base pay	N/A

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RETIREE HEALTH REIMBURSEMENT ARRANGEMENT (HRA) <i>Separation Distribution</i>	N/A	On separation: 50% of accrued administrative leave and vacation contributed to HRA	None	None	None	None	None	None	None	None	N/A
DEFERRED COMPENSATION MassMutual 457	N/A	Automatic enrollment City match \$45/pp	Automatic enrollment City match \$45/pp	Automatic enrollment City match \$45/pp	Automatic enrollment City match \$45/pp	Automatic enrollment City match \$30/pp	Automatic enrollment City match \$45/pp	Automatic enrollment City match \$45/pp	Automatic enrollment City match \$30/pp	Automatic enrollment City match \$45/pp	N/A
HEALTH Benefits <i>(CalPERS Health – tied to Bay Area rates)</i>	100% of medical premium to max 3 rd highest cost Bay Area premium EMPLOYEE Only and EMPLOYEE+1, Kaiser family	Single party 92.5% 3 rd highest cost Bay Area premium Two party: 92.5% 3 rd highest cost Bay Area premium Family: 92.5% 3 rd highest cost Bay Area premium or \$350 mo. in lieu (cash)	Single party 92.5% 3 rd highest cost Bay Area premium Two party: 92.5% 3 rd highest cost Bay Area premium Family: 92.5% 3 rd highest cost Bay Area premium or \$350 mo. in lieu (cash)	Single party 92.5% 3 rd highest cost Bay Area premium Two party: 92.5% 3 rd highest cost Bay Area premium Family: 92.5% 3 rd highest cost Bay Area premium or \$350 mo. in lieu (cash)	Single party 92.5% 3 rd highest cost Bay Area premium Two party: 92.5% 3 rd highest cost Bay Area premium Family: 92.5% 3 rd highest cost Bay Area premium or \$350 mo. in lieu (cash)	Single party 92.5% 3 rd highest cost Bay Area premium Two party: 92.5% 3 rd highest cost Bay Area premium Family: 92.5% 3 rd highest cost Bay Area premium or \$350 mo. in lieu (cash) NOTE: Less than 30hr/wk City contribution is pro-rated	Single party 100% 3 rd highest cost Bay Area premium Two party: 100% 3 rd highest cost Bay Area premium Family: 100% Kaiser or \$350 mo. in lieu (cash)	Single party 100% 3 rd highest cost Bay Area premium Two party: 100% 3 rd highest cost Bay Area premium Family: 100% Kaiser or \$350 mo. in lieu (cash)	Single party 100% 3 rd highest cost Bay Area premium Two party: 100% 3 rd highest cost Bay Area premium Family: 100% Kaiser or \$350 mo. in lieu (cash)	Single party 100% 3 rd highest cost Bay Area premium Two party: 100% 3 rd highest cost Bay Area premium Family: 100% Kaiser or \$350 mo. in lieu (cash)	If eligible under ACA, City contributes \$550/mo (2022 rate) starting beginning of the 4 th calendar month
RETIREE HEALTH BENEFITS	See chart page 8	See chart page 8	See chart page 8	See chart page 8	See chart page 8	See chart page 8	See chart page 8	See chart page 8	See chart page 8	See chart page 8	N/A
NAVIA Dental POA, PSA, and Police Administrators Delta Dental Teamsters have choice: Navia, Delta Dental, or Teamsters Dental (election during Open Enrollment only) <i>Costs: Teamsters \$192/mo COBRA for reimbursable plans: Delta \$154.26/mo Navia \$102.69/mo</i>	Effective 1/1/2020 Reimburse covered expenses* to max \$2,500/year for Council member \$1,500/year for each dependent, not to exceed \$3,000 cumulative for all dependents *Orthodontic included	Effective 1/1/2020 Reimburse covered expenses* to max \$2,500/year for Employee \$1,500/year for each dependent, not to exceed \$3,000 cumulative for all dependents *Orthodontic included	Effective 1/1/2020 Reimburse covered expenses* to max \$2,500/year for Employee \$1,500/year for each dependent, not to exceed \$3,000 cumulative for all dependents *Orthodontic included	Effective 1/1/2020 Reimburse covered expenses* to max \$2,500/year for Employee \$1,500/year for each dependent, not to exceed \$3,000 cumulative for all dependents *Orthodontic included	Effective 1/1/2020 Reimburse covered expenses* to max \$2,500/year for Employee \$1,500/year for each dependent, not to exceed \$3,000 cumulative for all dependents *Orthodontic included	Voluntary enrollment – employee pays the premium Effective 1/1/2020 Reimburse covered expenses* to max \$2,500/year for Employee \$1,500/year for each dependent, not to exceed \$3,000 cumulative for all dependents *Orthodontic included	Delta Dental \$50 deductible per person/year (waived for diagnostic & preventative and orthodontics) \$1,250 per person/year Orthodontics, matching payment max \$2,000 lifetime	Delta Dental \$50 deductible per person/year (waived for diagnostic & preventative and orthodontics) \$1,250 per person/year Orthodontics, matching payment max \$2,000 lifetime	Delta Dental \$50 deductible per person/year (waived for diagnostic & preventative and orthodontics) \$1,250 per person/year Orthodontics, matching payment max \$2,000 lifetime	Effective 1/1/2020 Reimburse covered expenses* to max \$2,500/year for Employee \$1,500/year for each dependent, not to exceed \$3,000 cumulative for all dependents *Orthodontic included OR Teamsters dental OR Delta Dental	N/A

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NAVIA Vision <i>(est \$50.44/mo, reimbursable plan)</i>	Effective 1/1/2020 Reimburse covered expenses: Employee \$1,000 for hardware and \$200 for exam/year Dependents \$600 (cumulative)/year	Effective 1/1/2020 Reimburse covered expenses: Employee \$1,000 for hardware and \$200 for exam/year Dependents \$600 (cumulative)/year	Effective 1/1/2020 Reimburse covered expenses: Employee \$1,000 for hardware and \$200 for exam/year Dependents \$600 (cumulative)/year	Effective 1/1/2020 Reimburse covered expenses: Employee \$1,000 for hardware and \$200 for exam/year Dependents \$600 (cumulative)/year	Effective 1/1/2020 Reimburse covered expenses: Employee \$1,000 for hardware and \$200 for exam/year Dependents \$600 (cumulative)/year	Voluntary enrollment – employee pays the premium Effective 1/1/2020 Reimburse covered expenses: Employee \$1,000 for hardware and \$200 for exam/year Dependents \$600 (cumulative)/year	Effective 1/1/2020 Reimburse covered expenses: Employee \$1,000 for hardware and \$200 for exam/year Dependents \$600 (cumulative)/year	Effective 1/1/2020 Reimburse covered expenses: Employee \$1,000 for hardware and \$200 for exam/year Dependents \$600 (cumulative)/year	Effective 1/1/2020 Reimburse covered expenses: Employee \$1,000 for hardware and \$200 for exam/year Dependents \$600 (cumulative)/year	Effective 1/1/2020 Reimburse covered expenses: Employee \$1,000 for hardware and \$200 for exam/year Dependents \$600 (cumulative)/year	N/A
Vision Care Program (LASIK corrective eye surgery)	N/A	City will reimburse up to \$3,000 for corrective eye surgery for employee only (not dependents). \$50 per pay period reimbursed post-surgery. Requires pre-approval. No vision reimbursement (with the exception of eye exam) for 4 years following surgery.	City will reimburse up to \$3,000 for corrective eye surgery for employee only (not dependents). \$50 per pay period reimbursed post-surgery. Requires pre-approval. No vision reimbursement (with the exception of eye exam) for 4 years following surgery.	City will reimburse up to \$3,000 for corrective eye surgery for employee only (not dependents). \$50 per pay period reimbursed post-surgery. Requires pre-approval. No vision reimbursement (with the exception of eye exam) for 4 years following surgery.	City will reimburse up to \$3,000 for corrective eye surgery for employee only (not dependents). \$50 per pay period reimbursed post-surgery. Requires pre-approval. No vision reimbursement (with the exception of eye exam) for 4 years following surgery.	ONLY if enrolled in Navia Vision Plan. City will reimburse up to \$3,000 for corrective eye surgery for employee only (not dependents). \$50 per pay period reimbursed post-surgery. Requires pre-approval. No vision reimbursement (with the exception of eye exam) for 4 years following surgery.	City will reimburse up to \$3,000 for corrective eye surgery for employee only (not dependents). \$50 per pay period reimbursed post-surgery. Requires pre-approval. No vision reimbursement (with the exception of eye exam) for 4 years following surgery.	City will reimburse up to \$3,000 for corrective eye surgery for employee only (not dependents). \$50 per pay period reimbursed post-surgery. Requires pre-approval. No vision reimbursement (with the exception of eye exam) for 4 years following surgery.	City will reimburse up to \$3,000 for corrective eye surgery for employee only (not dependents). \$50 per pay period reimbursed post-surgery. Requires pre-approval. No vision reimbursement (with the exception of eye exam) for 4 years following surgery.	City will reimburse up to \$3,000 for corrective eye surgery for employee only (not dependents). \$50 per pay period reimbursed post-surgery. Requires pre-approval. No vision reimbursement (with the exception of eye exam) for 4 years following surgery.	N/A
LIFE Cigna. Must work 20 hrs/wk Rate-\$0.115/ \$1,000. mo AD&D \$0.015/\$1,000 mo	Class 1 \$100,000 \$11.50 mo. \$100,000 \$1.50 mo.	Class 2 \$250,000 - DH Class 1 \$100,000 – Unrep \$28.75 mo - DH \$11.50 mo. - Unrep \$250,000 – DH \$100,000 - Unrep \$3.75 mo – DH \$1.50 mo. - Unrep	Class 1 \$100,000 \$11.50 mo. \$100,000 \$1.50 mo.	Class 3 \$75,000 \$8.63 mo. \$75,000 \$1.125 mo.	Class 3 \$75,000 \$8.63 mo. \$75,000 \$1.125 mo.	Class 5 \$35,000 \$4.03 mo. \$35,000 \$0.525	Class 1 \$100,000 \$11.50 mo. \$100,000 \$1.50 mo.	Class 1 \$100,000 \$11.50 mo. \$100,000 \$1.50 mo.	Class 3 \$75,000 \$8.63 mo. \$75,000 \$1.125 mo.	Class 4 \$50,000 \$5.75 mo. \$50,000 \$0.75 mo.	N/A
SUPPLEMENTAL/ VOLUNTARY LIFE Cigna. Must work 20 hrs per week Rate based on <u>age & amount. Rate adjusted annually effective August.</u>	Available at Employee's option Medical questionnaire required after 31 days from hire date Premium adjusted based on age each August	Available at Employee's option Medical questionnaire required after 31 days from hire date Premium adjusted based on age each August	Available at Employee's option Medical questionnaire required after 31 days from hire date Premium adjusted based on age each August	Available at Employee's option Medical questionnaire required after 31 days from hire date Premium adjusted based on age each August	Available at Employee's option Medical questionnaire required after 31 days from hire date Premium adjusted based on age each August	Available at Employee's option Medical questionnaire required after 31 days from hire date Premium adjusted based on age each August	Available at Employee's option Medical questionnaire required after 31 days from hire date Premium adjusted based on age each August	Available at Employee's option Medical questionnaire required after 31 days from hire date Premium adjusted based on age each August	Available at Employee's option Medical questionnaire required after 31 days from hire date Premium adjusted based on age each August	Available at Employee's option Medical questionnaire required after 31 days from hire date Premium adjusted based on age each August	N/A

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LTD Cigna 20-hr. week required.	N/A	Eff: 1/1/19 Class 1 60 calendar days or end of sick leave. 60% of covered earnings to maximum disability benefit of \$8,000/ mo to normal SS retirement age, or max benefit period. .30/\$100 payroll, max earnings \$13,333/mo	Eff: 1/1/19 Class 2 60 calendar days or end of sick leave. 60% of covered earnings to maximum disability benefit of \$3,500/ mo to normal SS retirement age, or max benefit period. .30/\$100 payroll, max earnings \$5,833/mo	Eff: 1/1/19 Class 2 60 calendar days or end of sick leave. 60% of covered earnings to maximum disability benefit of \$3,500/ mo to normal SS retirement age, or max benefit period. .30/\$100 payroll, max earnings \$5,833/mo	Eff: 1/1/19 Class 2 60 calendar days or end of sick leave. 60% of covered earnings to maximum disability benefit of \$3,500/ mo to normal SS retirement age, or max benefit period. .30/\$100 payroll, max earnings \$5,833/mo	Voluntary enrollment – employee pays the premium	City paid through California Law Enforcement Association (CLEA). \$24.50/mo	City paid through California Law Enforcement Association (CLEA). \$24.50/mo	May be available at EMPLOYEE expense through California Law Enforcement Association (CLEA). \$11.31/mo	N/A	N/A
ADMINISTRATIVE LEAVE	N/A	80 hrs/FY (except HR Tech and Exec Assist) - accrued on a bi-weekly basis DH - Up to 40 hours add'l w/ City Manager approval Unrep - Up to 40 hours add'l w/ City Manager approval Deadline to reduce accruals to max is 07/03/2022	80 hrs/FY accrued on a bi-weekly basis Up to 16 hours add'l w/ City Manager approval Deadline to reduce accruals to max is 07/03/2022	N/A	N/A	N/A	84hrs/FY - accrued on a bi-weekly basis Deadline to reduce accruals to max is 07/03/2022	Effective 1/1/2020 admin leave is <u>eliminated</u>	N/A	N/A	N/A
PERSONAL TIME OFF (PTO)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Effective 1/1/2020, 36 hours per calendar year (no cash out available), use or lose it in calendar year.	24 hours per calendar year (no cash out available), use or lose it in calendar year.	N/A	N/A
COMPENSATORY TIME OFF (CTO)	N/A	N/A	N/A	130 max accrual	130 max accrual	N/A	160 max accrual	160 max accrual	160 max accrual	160 max accrual	
Sutter Health / Assist-U: EAP Effective: 1/1/2020 expires 6/30/23 Eff. 2021 pay per service - no monthly premium (2020 monthly premium \$2.60/mo)	3 visits/6 months for Employee & eligible dependents 10 additional visits with Manager/Supervisor referral (to be approved and coordinated through HR)	3 visits/6 months for Employee & eligible dependents 10 additional visits with Manager/Supervisor referral (to be approved and coordinated through HR)	3 visits/6 months for Employee & eligible dependents 10 additional visits with Manager/Supervisor referral (to be approved and coordinated through HR)	3 visits/6 months for Employee & eligible dependents 10 additional visits with Manager/Supervisor referral (to be approved and coordinated through HR)	3 visits/6 months for Employee & eligible dependents 10 additional visits with Manager/Supervisor referral (to be approved and coordinated through HR)	3 visits/6 months for Employee & eligible dependents 10 additional visits with Manager/Supervisor referral (to be approved and coordinated through HR)	3 visits/6 months for Employee & eligible dependents 10 additional visits with Manager/Supervisor referral (to be approved and coordinated through HR)	3 visits/6 months for Employee & eligible dependents 10 additional visits with Manager/Supervisor referral (to be approved and coordinated through HR)	3 visits/6 months for Employee & eligible dependents 10 additional visits with Manager/Supervisor referral (to be approved and coordinated through HR)	3 visits/6 months for Employee & eligible dependents 10 additional visits with Manager/Supervisor referral (to be approved and coordinated through HR)	N/A

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SHIFT DIFFERENTIAL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Sergeant assigned to 6pm-6am 6% diff If not assigned to 6pm-6am, and >50% of shift 6pm-6am, then 100% of hours at 6%, if <50% then only 6% for hours between 6pm and 6am	Officer assigned to 6pm-6am 6% diff If not assigned to 6pm-6am, and >50% of shift 6pm-6am, then 100% of hours at 6%, if <50% then only 6% for hours between 6pm and 6am	If entire shift between 3pm and 7am, 6% Double time for working alone >30min between 11am and 3am, excluding lunch breaks	N/A
UNIFORM ALLOWANCE	N/A	Police Chief only: \$1,110/year, paid bi-weekly (tied to Police Admin benefit)	Police Services Manager only: \$850/year, paid bi-weekly	Tree crew only \$150/FY reported to PERS for special pants (no cash received)	Parking Enforcement Officers and Parking Meter Service Workers only: \$850/year, paid bi-weekly Police Clerks only: \$700/year, paid bi-weekly	N/A	\$1,110/year, paid bi-weekly	\$1,110/year, paid bi-weekly	\$1,110/year, paid bi-weekly	\$850/year, paid bi-weekly	N/A
SAFETY SHOE ALLOWANCE	N/A	N/A	Reimbursed: \$325/FY	Reimbursed: \$336/FY \$370/FY Tree Crew	Reimbursed: \$150/every 2 FYs (certain employees, per MOU)	N/A	N/A	N/A	N/A	N/A	N/A
PRESCRIPTION SAFETY GLASSES REIMBURSEMENT	N/A	N/A	N/A	Reimbursed: \$265/every 2 FYs	N/A	N/A	N/A	N/A	N/A	N/A	N/A
STANDBY PAY	N/A	N/A	N/A	2 hrs straight time each weeknight; 8 hrs @ 1 1/2 times pay for Saturday or Sunday or holiday	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MILEAGE ALLOWANCE IRS 1/1/22	N/A	Car allowance, taxable income: \$200/mo Finance Dir, City Clerk, CD Dir, HR Dir, City Librarian \$350/mo P&R Dir, PW Dir	\$.585/mile	\$.585/mile	\$.585/mile	\$.585/mile	\$.585/mile	\$.585/mile	\$.585/mile	\$.585/mile	\$.585/mile
MEDICARE MANDATORY EMPLOYER Paid EMPLOYEE Paid No max.	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
Social Security EMPLOYER Paid and EMPLOYEE Paid \$147,000 max in 2022	6.2% (unless in CalPERS, then N/A)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	6.2% (unless in CalPERS, then N/A)
SDI 1.1% EMPLOYEE Paid 2022 taxable wage limit \$145,600	N/A	N/A	1.1% First effective 4/1/17	1.1%	1.1%	1.1%	N/A	N/A	N/A	1.1%	N/A
BILINGUAL DIFFERENTIAL	N/A	\$107/mo (by City policy)	\$107/mo (by City policy)	\$107/mo	\$107/mo	N/A	5%	5%	5%	5%	\$107/mo prorated based on hours worked

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EDUCATIONAL INCENTIVE	N/A	Police Chief only \$1035.50/mo for POST Executive cert	N/A	N/A	N/A	N/A	POST Advance Certificate = \$518.70/mo POST Supervisory Certificate = \$813/mo POST Management Certificate = \$974.82/mo	POST Intermediate Certificate = \$395/mo POST Advance Certificate = \$518.70/mo POST Supervisory Certificate = \$813/mo	5% premium pay for Intermediate POST, 7% for Advanced POST	5% premium pay for Intermediate POST, 7% for Advanced POST	N/A
TUITION REIMBURSEMENT		Up to \$3,500/FY based on course eligibility	Up to \$3,500/FY based on course eligibility	Up to \$3,500/FY based on course eligibility	Up to \$3,500/FY based on course eligibility	Up to \$3,500/FY based on course eligibility (PRORATED)	Up to \$3,500/FY based on course eligibility	Up to \$3,500/FY based on course eligibility	Up to \$3,500/FY based on course eligibility	Up to \$3,500/FY based on course eligibility	Up to \$3,500/FY based on course eligibility (PRORATED)
PROFESSIONAL DEVELOPMENT	N/A	Up to \$2,500 per fiscal year for Department Heads only (includes City Manager and City Attorney)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CELL PHONE STIPEND	N/A	N/A	N/A	N/A	N/A	N/A	\$40/mo, reimbursed twice per year	\$40/mo, reimbursed twice per year	Inspectors and School Resource Officer Only - \$40/mo, reimbursed twice per year	N/A	N/A
OTHER DIFFERENTIALS	N/A	N/A	N/A	Max certification pay \$350/mo See MOU section 13.8 for certification pays Street Sweeper 7.5% Diff Large Crew \$103.50/mo Agricuilt Pest Control 5% Playground Insp 5% Backflow Prevention Device 5%	Assist/Assoc Engineer State registered Engineer 10% Deputy Treasurer 5% Max certification pay \$321/mo Training differential 10% (for pre-approved, defined, training schedule) See MOU 13.3 for certification pays	N/A	Detective, Traffic, Admin Services, Crime Prevention 7%	Detective, Traffic, Admin Services, Crime Prevention 7% (Traffic, Admin, and Crime Sergeants forgo 16 hours of Admin Leave for this differential, effective 1/1/20 no more Admin Leave)	18.75% training diff. when training new officer Motorcycle 5% CRT 7% Canine 5% - eff 1/1/19, canine officers assigned and issued a new canine will receive 2 hours of CTO/week (3 hours of leave, and no differential) SRO 5% Corporal 7.5% Inspectors 7%	18.75% training diff. when training new Dispatcher Court pay – 3 hrs min @ 1 ½ time, plus 1 hr travel @ 1 ½ time 5% Lead Dispatcher	N/A
SICK LEAVE	N/A	12 days = 3.69 hours biweekly Max accrual 2,000 hrs (Police Chief max 2,080)	12 days = 3.69 hours biweekly Max accrual 2,000 hrs	12 days = 3.69 hours biweekly Max accrual 2,000 hrs	12 days = 3.69 hours biweekly Max accrual 2,000 hrs	PRO-RATED 12 days = 3.69 hours biweekly Max accrual 2,000 hrs	12 days = 3.69 hours biweekly Max accrual 2,080 hrs	12 days = 3.69 hours biweekly Max accrual 2,080 hrs	12 days = 3.69 hours biweekly Max accrual 2,080 hrs	12 days = 3.69 hours biweekly Max accrual 2,000 hrs	7/1/15 Healthy Families Act Accrue 1 hour sick leave for every 30 hours worked - max accrual 48 hours. Max annual use is 24 hours, with 90 day waiting period.
SICK LEAVE CASH OUT AT RETIREMENT	N/A	Chief only – 600 hours	N/A	N/A	N/A	N/A	600 hours	600 hours	600 hours	540 hours	N/A

Bargaining Units	CITY COUNCIL	DEPART-MENT HEADS & UNREPRESENTED (City Manager and City Attorney by employment contract)	AFSCME 829 BAMB	AFSCME 829 MAINTENANCE	AFSCME 829 ADMINISTRATIVE	AFSCME 829 ADMINISTRATIVE & MAINTENANCE REGULAR PART-TIME BENEFITTED (30+ HOURS/ WEEK)	ASSOCIATION OF POLICE ADMINISTRATORS	POLICE SERGEANTS ASSOCIATION	POLICE OFFICERS ASSOCIATION	TEAMSTERS LOCAL 856	UNREP CASUAL HOURLY
HOLIDAYS	N/A	14 days Includes 2 floats - January	14 days Includes 2 floats - January	14 days Includes 2 floats - January	14 days Includes 2 floats - January	PRO-RATED 14 days Includes 2 floats - January	112 hours per year (not incl. in FLSA OT) = 4.3 hours biweekly, includes POST educational pay and base rate Double time if req. to work New Years' Day, July 4 th , Thanksgiving, or Christmas	112 hours per year (not incl. in FLSA OT) = 4.3 hours biweekly, includes POST educational pay and base rate Double time if req. to work New Years' Day, July 4 th , Thanksgiving, or Christmas	112 hours per year (not incl. in FLSA OT) = 4.3 hours biweekly, includes POST educational pay and base rate Double time if req. to work New Years' Day, July 4 th , Thanksgiving, or Christmas	112 hours per year (not incl. in FLSA OT) = 4.3 hours biweekly @ base rate	N/A
VACATION	N/A	See chart page 9 Deadline to reduce accruals to max is 07/03/2022	See chart page 9 Deadline to reduce accruals to max is 07/03/2022	See chart page 9 Deadline to reduce accruals to max is 07/03/2022	See chart page 9 Deadline to reduce accruals to max is 07/03/2022	See chart page 9 (pro-rated) Deadline to reduce accruals to max is 07/03/2022	See chart page 9 Deadline to reduce accruals to max is 07/03/2022	See chart page 9 Deadline to reduce accruals to max is 07/03/2022	See chart page 9 Deadline to reduce accruals to max is 07/03/2022	See chart page 9 Deadline to reduce accruals to max is 07/03/2022	See chart page 9
LAST SALARY INCREASE	1999	2.0% 1 st pay period in 2022 (12/20/21) City Attorney gets the same salary increase as this group, on the same schedule. City Manager negotiates own salary	2.0% 1 st pay period in 2022 (12/20/2021)	2.0% 1 st payroll period in July 2021 (6/21/2021)	2.0% 1 st payroll period in July 2021 (6/21/2021)	2.0% 1 st payroll period in July 2021 (6/21/2021)	2.0% 1 st pay period in 2022 (12/20/2021)	2.0% 1 st pay period in 2022 (12/20/2021)	2.0% 1 st pay period in 2022 (12/20/2021)	2.0% 1 st pay period in 2022 (12/20/2021)	2.0% 1 st pay period in 2022 (12/20/2021) Increases tied to AFSCME Maintenance and Admin Units, with effective date first pay period in January (Recreation set own salaries, not tied to AFSCME. Dispatchers set by PD). Burlingame Min Wage Order in effect 1/1/2022 for \$15.60/hr.
NEXT SALARY INCREASE	Unknown	Unknown 1 st pay period in 2023 (12/19/2022)	Unknown 1 st pay period in 2023 (12/19/2022)	Unknown 1 st payroll period in July 2022 (6/20/2022)	Unknown 1 st payroll period in July 2022 (6/20/2022)	Unknown 1 st payroll period in July 2022 (6/20/2022)	Unknown 1 st pay period in 2023 (12/19/2022)	Unknown 1 st pay period in 2023 (12/19/2022)	Unknown 1 st pay period in 2023 (12/19/2022)	Unknown 1 st pay period in 2023 (12/19/2022)	Unknown 1 st pay period in 2023 (12/19/2022) Increases tied to AFSCME Maintenance and Admin Units for some classifications, with effective date first pay period in January Recreation set own salaries, not tied to AFSCME. Dispatcher salaries set by PD. Classifications impacted by Burlingame's Min Wage Order tied to CPI for SF-SJ-Urban Wages.

RETIREE HEALTH BENEFITS (By Bargaining Unit)

	Tier 1/1a									Tier 2						Tier 3								
	Hired before	Cap								Hired	Cap	Vesting Schedule					Hired on or after	Cap	Deferred Compensation Plan City contributes % of pay to HRA					
		Cap Varies Based on Retirement Date	Retirement < Date PLUS 5 years' service with City (Tier 1)	Retire > Date PLUS 5 years' service with City (Tier 1a)								Service Retirement				Special Disability Retirement			Years City Service					
				Pre Medicare (Basic Rate, for EE <65yrs old, no matter age of spouse/dependents)			Post Medicare (Medicare Supplemental/Combination Rate, for EE >65yrs and spouse/dependents <65yrs)					<10	10-14	15-19	20+	Industrial			<5	5-19	20+			
				EE Only	EE+1	Family	EE Only	EE+1	Family															
AFSCME 829 Administrative Unit	3/31/08	1/1/15	Actual enrollment level up to Kaiser Family (Basic Rate)	3rd highest cost plan (incl PORAC)	3rd highest cost plan (incl PORAC)	Kaiser	Third highest cost actual enrollment Medicare suppl./combo plan (include PORAC)	Third highest cost actual enrollment Medicare suppl./combo plan (include PORAC)	Kaiser actual enrollment Medicare suppl./combo plan	3/31/08 to 1/1/12	EE+1 Least Cost Premium (Basic if EE <65yrs, Combo if EE is >65yrs and spouse is <65yrs, Medicare if both >65yrs)	PEMHCA minimum	EE Only Least Cost Premium	75% EE +1 Least Cost Premium	EE+1 Least Cost Premium	None	1/1/12	PEMHCA minimum	2% of base pay	3% of base pay	5.5% of base pay			
AFSCME 829 Maintenance Unit (formerly 2190)									Third highest cost actual enrollment Medicare suppl./combo plan															
BAMM - AFSCME 829									Kaiser actual enrollment Medicare suppl./combo plan (include PORAC)													3/31/08 to 11/1/11		
Council/ Dept Head/ Unrep									Third highest cost Medicare suppl./combo plan (include PORAC)													3/31/08 to 8/14/11		
Teamsters	12/1/15																							
Police Admin	6/26/06	1/1/14	Hired <6/26/06, equal to active Ees (Basic Rate) (2018: 100% Blue Shield EE Only and EE+1, and Kaiser Family)	Hired 6/26/06 -11/1/10: yrs service 0-20 75% EE+1 Least Cost Premium; 100% if injury occurred specific Police duties or yrs service 20+	11/1/10																			
Police Sergeants																								
POA		1/1/17																						

**CITY OF BURLINGAME
HUMAN RESOURCES DEPARTMENT
VACATION LEAVE ACCRUAL SCHEDULE (By Bargaining Unit)**
Maximum Accrual for all units = 2 years*
**Max accrual for Police Chief is 448 hours*

DEPARTMENT HEAD & UNREPRESENTED		AFSCME 829 BAMB		AFSCME 829 MAINTENANCE		AFSCME 829 ADMINISTRATIVE	
Accrual Rate	Length of Service	Accrual Rate	Length of Service	Accrual Rate	Length of Service	Accrual Rate	Length of Service
3.08 hrs/pp = 10 days/year 4.62 hrs/pp = 15 days/year + 40hrs extra bank 4.93 hrs/pp = 16 days/year + 8 hrs extra bank 5.24 hrs/pp = 17 days/year + 8 hrs extra bank 5.54 hrs/pp = 18 days/year + 8 hrs extra bank 5.85 hrs/pp = 19 days/year + 8 hrs extra bank 6.16 hrs/pp = 20 days/year + 8 hrs extra bank 6.47 hrs/pp = 21 days/year + 8 hrs extra bank 6.78 hrs/pp = 22 days/year + 8 hrs extra bank 7.09 hrs/pp = 23 days/year + 8 hrs extra bank 7.39 hrs/pp = 24 days/year + 8 hrs extra bank	0-4years 5* 11 12 13 14 15 16 17 18 25+ *on 5 th anniversary, one-time allotment of 40 hours banked. 8 hours for years 11-18 and then 25+	3.08 hrs/pp = 10 days/year 4.62 hrs/pp = 15 days/year 4.93 hrs/pp = 16 days/year 5.24 hrs/pp = 17 days/year 5.54 hrs/pp = 18 days/year 5.85 hrs/pp = 19 days/year 6.16 hrs/pp = 20 days/year 6.47 hrs/pp = 21 days/year 6.78 hrs/pp = 22 days/year 7.09 hrs/pp = 23 days/year 7.39 hrs/pp = 24 days/year	0-4years 5-10 years* 10 11 12 13 14 15 16 17 25+ *on 5 th anniversary, one-time allotment of 40 hours banked	3.08 hrs/pp = 10 days/year 4.62 hrs/pp = 15 days/year 4.93 hrs/pp = 16 days/year 5.24 hrs/pp = 17 days/year 5.54 hrs/pp = 18 days/year 5.85 hrs/pp = 19 days/year 6.16 hrs/pp = 20 days/year 6.47 hrs/pp = 21 days/year 6.78 hrs/pp = 22 days/year 7.09 hrs/pp = 23 days/year 7.39 hrs/pp = 24 days/year	0-4years 5-10 years* 10 11 12 13 14 15 16 17 25+ *on 5 th anniversary, one-time allotment of 40 hours banked	3.08 hrs/pp = 10 days/year 4.62 hrs/pp = 15 days/year 4.93 hrs/pp = 16 days/year 5.24 hrs/pp = 17 days/year 5.54 hrs/pp = 18 days/year 5.85 hrs/pp = 19 days/year 6.16 hrs/pp = 20 days/year 6.47 hrs/pp = 21 days/year 6.78 hrs/pp = 22 days/year 7.09 hrs/pp = 23 days/year 7.39 hrs/pp = 24 days/year	0-4years 5-10 years* 10 11 12 13 14 15 16 17 25+ *on 5 th anniversary, one-time allotment of 40 hours banked
ASSOCIATION OF POLICE ADMINISTRATORS		POLICE OFFICERS ASSOCIATION		TEAMSTERS 826		UNREPRESENTED CASUAL PART TIME	
Accrual Rate	Length of Service	Accrual Rate	Length of Service	Accrual Rate	Length of Service	Accrual Rate	Length of Service
4.00 hrs/pp = 104 hrs/year 4.93 hrs/pp = 128 hrs/year 6.46 hrs/pp = 168 hrs/year 7.45 hrs/pp = 194 hrs/year	0-4 5 10 15+* *on 20 th anniversary, one-time allotment of 16 hours banked	4.00 hrs/pp = 104 hrs/year 4.93 hrs/pp = 128 hrs/year 6.46 hrs/pp = 168 hrs/year 7.45 hrs/pp = 194 hrs/year	0-4 5 10 15+* *on 20 th anniversary, one-time allotment of 16 hours banked	3.08 hrs/pp = 10 days/year 4.62 hrs/pp = 15 days/year 4.93 hrs/pp = 16 days/year 5.24 hrs/pp = 17 days/year 5.54 hrs/pp = 18 days/year 5.85 hrs/pp = 19 days/year 6.16 hrs/pp = 20 days/year 6.47 hrs/pp = 21 days/year 6.78 hrs/pp = 22 days/year 7.09 hrs/pp = 23 days/year 7.39 hrs/pp = 24 days/year	0-4years 5-10 years* 10 11 12 13 14 15 16 17 25+ *on 5 th anniversary, one-time allotment of 40 hours banked	1 hour/52 hours worked, max 32 hours (Recreation Leader classification series excluded). No cash out.	Must have worked 30+ days within a year from Date of Hire
POLICE SERGEANTS ASSOCIATION							
Accrual Rate	Length of Service						
4.00 hrs/pp = 104 hrs/year 4.93 hrs/pp = 128 hrs/year 6.46 hrs/pp = 168 hrs/year 7.45 hrs/pp = 194 hrs/year	0-4 5 10 15+* *on 20 th anniversary, one-time allotment of 16 hours banked						

cc: Payroll Dept.
Human Resources Staff
** (from page 1)

Department Heads
Administrative Staff/ Payroll Clerks

City website/intranet/Benefits Portal

Definition of a "New" CalPERS Member: A new member is defined in the Public Employees' Pension Reform Act of 2013 as any of the following
<ul style="list-style-type: none"> • A new hire who is brought into CalPERS membership for the first time on or after January 1, 2013, and who has no prior membership in any California public retirement system. • A new hire who is brought into CalPERS membership for the first time on or after January 1, 2013, and who is not eligible for reciprocity with another California public retirement system. • A member who first established CalPERS membership prior to January 1, 2013, and who is rehired by a different CalPERS employer after a break in service of greater than six months.