

Bargaining Unit 7
Non-Supervisory Groups and Crafts
International Brotherhood of Electrical Workers, Local Union 100 (IBEW)

Benefit	Description
Health & Welfare: medical, dental and vision (Employee and dependents)	As of 07/01/2011: City Contributes 80% of premium Employee Contributes 20% of premium If no employee contribution, medical benefits are reduced 25% PPO Plan Premium = \$985.00 City Contributes \$788.00 Employee Contributes \$197.00
Retirement *	City = 10.70% Employee (Average) = 5.53% (2%/year @ 55 w/5 years) DROP
Life Insurance	None
Short Term Disability	Provided through California SDI program
Long Term Disability	None
Deferred Compensation	Savings/Mutual Funds No City Contribution
Holidays	Holidays = 10 Birthday = 1 Personal Day = 2
Vacation (Days per year/Hours per month) (Available after 6 months)	1 – 4 years = 12/8 5 – 9 years = 13/8.667 10 – 19 years = 15/10 20+ years = 20/13.334
Sick Leave (Available after 6 months)	8 hours per month
Family Sick Leave	Up to 48 hours of accrued sick leave per fiscal year
Uniform Allowance	City contracted uniform service, cost shared 50/50
Bonus Time Off	If no more than 4 hrs used in a 3 month period = 1/2 day If no lost time in a 3 month period = 1 day If no lost time in 12 consecutive months = 1 additional day
Bilingual	\$50.00 per month
Workers' Compensation	76% of compensation
Health Reimbursement Arrangement (HRA)	To pay premiums for post-retirement medical insurance

LEGEND:

*	Net rate for City is 10.21% = partially offset by surplus investment earnings Employees Retirement System = Vested after completing 5 years of service
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