

**Bargaining Unit 1**  
**Non-Supervisory Blue Collar**  
***International Union of Operating Engineers, Stationary Engineers Local 39***

<b>Benefit</b>	<b>Description</b>
<b>Health &amp; Welfare: medical, dental and vision</b> (Employee and dependents)	As of 07/01/2024 PPO Plan Premium = \$1,500.00 City Contributes \$1,050.00 Employee Contributes: High Plan: \$450.00 Low Plan: \$0.00 Upon proof of other insurance coverage, an employee may opt out of plan and receive up to \$300 per month for that other coverage
<b>Retirement *</b>	City = 13.38%; Employees hired after 5/29/2017 pick up 1.5% of City contribution Employee (Average) = 9.61% (2%/year @ 55 w/5 years) (DROP) – Deferred Retirement Option Program
<b>Short Term Disability</b>	Provided through California SDI program
<b>Deferred Compensation</b>	Savings/Mutual Funds 457 Plan with various investment options No City Contribution
<b>Holidays</b>	Holidays = 10 Birthday = 1 Personal Day = 2
<b>Vacation</b> (Hours per month) (Available after 6 months)	1 – 4 years = 8 hrs 5 – 7 years = 10 hrs 8 – 13 years = 11.33 hrs 14 – 20 years = 13 hrs 20+ years = 15 hrs Hours are accrued for each completed month.
<b>Sick Leave</b> (Available after 90 days)	8 hours accrued for each completed month
<b>Supplemental Sick</b>	40 hours per fiscal year 80 hours lifetime maximum accrual
<b>Uniform Allowance / Safety Shoes / Prescription Safety Glasses</b>	City contracted uniform service, cost shared 50/50 Safety Shoe voucher - \$250 / \$300 Prescription Safety Glasses – Reimbursement of \$125 Annually
<b>Bilingual</b>	\$100 per month
<b>Workers' Compensation</b>	Benefits provided consistent with state law
<b>Health Reimbursement Arrangement (HRA)</b>	To pay premiums for retirement medical insurance

\* Employees Retirement System = Full-time permanent employees; vested after completing 5 years of service

## **Employment Not Covered by Social Security**

Your earnings from a full time position in this unit are not covered under Social Security. When you retire, or if you become disabled, you may receive a pension based on earnings from the City. If you do, and you are also entitled to a benefit from Social Security based on either your own work or the work of your husband or wife, or former husband or wife, your pension may affect the amount of the Social Security benefit you receive. Your Medicare benefits, however, will not be affected. Under the Social Security law, there are two ways your Social Security benefit amount may be affected.

### **Windfall Elimination Provision / Government Pension Offset Provision**

The Social Security Fairness Act, signed into law on January 5, 2025, ended the Windfall Elimination Provision. For more information go to Social Security Fairness Act: Windfall Elimination Provision (WEP) and Government Pension Offset (GPO) update and subscribe for the latest updates.

### **For More Information**

Social Security publications and additional information, including information about exceptions to each provision, are available at [www.socialsecurity.gov](http://www.socialsecurity.gov). You may also call toll free 1-800-772-1213, or for the deaf or hard of hearing call the TTY number 1-800-325-0778, or contact your local Social Security office.