

**CITY OF LIVERMORE
BENEFITS SUMMARY**
CITY ATTORNEY – At Will**

Updated: 1/2017

BENEFIT	DESCRIPTION
SALARY AND INCREASES	Third Amendment: 05/29/2017 Salary: \$227,514/year 11/28/2016 Salary: \$221,965/year Second Amendment: 05/30/2016 Salary: \$211,630/year 11/12/2015 Salary: \$207,480/year First Amendment: 11/24/2014 Salary: \$199,500/year Contract Date: 2/25/2014 Salary: \$190,000/year
CAFETERIA PLAN \$1,950/month Employer paid	For medical, dental, vision, additional and supplemental life insurance; unused balance paid in cash.
LIFE & AD&D INSURANCE \$31.92/month Employer paid	\$175,000 basic term life insurance policy & \$1,000 dependent coverage.
Employee paid (optional)	Employee option to purchase \$25,000 additional life and supplemental life to \$500,000.
LONG TERM DISABILITY INSURANCE (LTD) .34 per \$100 of coverage/mo. Employer paid–max \$34/mo.	60% of base monthly earnings up to \$6,000/month maximum. 180-day waiting period.
LONG TERM CARE INSURANCE Employer paid (Eff. 6/03)	Long Term Care Facility and 100% Home Care to \$3,000/month with 90-day elimination period; 6 year duration.
RETIREMENT California Public Employees' Retirement System (CalPERS) Member Misc. Rate – 8% 8% EE paid (Eff. 6/11) Employer Miscellaneous Rate 26.9% (Eff. 7/16)	<ul style="list-style-type: none"> • 2.7% at 55 full formula • 1 year Final Compensation • Credit for Unused Sick Leave • 4th Level 1959 Survivor Benefit • Military Service Credit
MEDICARE 1.45% Employer paid	For employees hired after 3/31/86, employee pays 1.45%.

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<p>RETIREE HEALTH REIMBURSEMENT</p> <p>Not to exceed Active Kaiser Plan A premium for employee + 1 dependent.</p> <p>2017 Active Kaiser Plan A premium for employee + 1 dependent = \$1,699.30</p>	<p>For eligible employee who retires within 120 days of last employment with the City and has 5 years full-time equivalent, regular service with Livermore and a total of 10 years in CalPERS (or employee retiring with CalPERS industrial disability), percentage of reimbursement based on Active Kaiser (Plan A) premium for employee + 1 dependent.</p> <p>Reimbursement of actual cost of monthly premium for retiree + 1 dependent not to exceed maximum benefit.</p> <p>Reimbursement for employees hired or promoted after 1/10/05 based on above but not to exceed maximum City pays for medical (excluding dental) for active employees.</p> <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;"><u>Years of CalPERS Service</u></th> <th style="text-align: center;"><u>Reimbursement</u></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">10</td> <td style="text-align: center;">75%</td> </tr> <tr> <td style="text-align: center;">15</td> <td style="text-align: center;">80%</td> </tr> <tr> <td style="text-align: center;">20</td> <td style="text-align: center;">90%</td> </tr> <tr> <td style="text-align: center;">25+</td> <td style="text-align: center;">100%</td> </tr> </tbody> </table>	<u>Years of CalPERS Service</u>	<u>Reimbursement</u>	10	75%	15	80%	20	90%	25+	100%				
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<p>VACATION ACCRUAL</p>	<table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Years of Service</th> <th style="text-align: center;">Accrual per Year</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1</td> <td style="text-align: center;">80.6 hours</td> </tr> <tr> <td style="text-align: center;">2-5</td> <td style="text-align: center;">120.12 hours</td> </tr> <tr> <td style="text-align: center;">6-10</td> <td style="text-align: center;">135.98 hours</td> </tr> <tr> <td style="text-align: center;">11-15</td> <td style="text-align: center;">160.94 hours</td> </tr> <tr> <td style="text-align: center;">16-19</td> <td style="text-align: center;">180.18 hours</td> </tr> <tr> <td style="text-align: center;">20+</td> <td style="text-align: center;">192.4 hours</td> </tr> </tbody> </table> <p>Maximum accrual of 400 hours.</p>	Years of Service	Accrual per Year	1	80.6 hours	2-5	120.12 hours	6-10	135.98 hours	11-15	160.94 hours	16-19	180.18 hours	20+	192.4 hours
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<p>HOLIDAYS</p>	<p>12 observed holidays.</p>														
<p>SICK LEAVE ACCRUAL</p>	<p>96.2 hours/year for full-time</p> <p>Unlimited sick leave accumulation. CalPERS sick leave conversion for unused sick leave at retirement.</p>														

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SICK LEAVE USAGE: <ul style="list-style-type: none"> • FAMILY SICK LEAVE 	Immediate Family Illness: One-half of employee’s annual accrual (6 days max per year) Additional time upon approval of City Manager.				
<ul style="list-style-type: none"> • PARENTAL LEAVE 	32 hours for male or non-birthing parent employee for birth of child. 32 hours for any employee for adoption.				
<ul style="list-style-type: none"> • BEREAVEMENT/ FUNERAL LEAVE 	24 hours maximum use of accumulated sick leave only in event of death of sister-in-law or brother-in-law. Extension of 16 hours use of sick leave with approval.				
BEREAVEMENT/ FUNERAL LEAVE	24 hours maximum paid leave in the event of death in employee’s immediate family: spouse, children of employee or of employee’s spouse, other relative living with employee or receiving full support from employee, mother, father, brother, sister, grandchild, grandparent, father-in-law, mother-in-law, and registered domestic partner.				
ADMINISTRATIVE LEAVE	120 hours/year. Additional 16 hours for every 5 years of service, not to exceed 48 additional hours. Must be used in payroll calendar year; no carryover, no cashout.				
PREGNANCY DISABILITY LEAVE AND FMLA/CFRA	Benefit provided as per regulations: Federal Family and Medical Leave Act (FMLA), California Family Rights Act (CFRA), and California Pregnancy Disability Act (PDL). Employee may use accrued leaves in compliance with City rules and regulations.				
DEFERRED COMPENSATION ICMA, Hartford & Nationwide Employer Contribution: 2% of Base Annual Salary with employee match; plus \$200/month Exec. Mgmt. benefit	Employee option to \$18,000 maximum for calendar year 2017. <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;"><u>Catch-up limits:</u></td> <td style="width: 50%;"><u>50+ Catch-up</u></td> </tr> <tr> <td>2017: \$36,000</td> <td>2017: \$6,000</td> </tr> </table>	<u>Catch-up limits:</u>	<u>50+ Catch-up</u>	2017: \$36,000	2017: \$6,000
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401(a) (Voluntary)	<ul style="list-style-type: none"> • Irrevocable Pay Election (pretax salary 0 – 15% or flat dollar amount) • Irrevocable Leave Election (vacation/admin. leave) • Irrevocable Final Pay Contribution (vacation only) • 2017 Maximum contribution - \$54,000 New employees may enroll in the plan within 30 days of hire.				

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SECTION 125 PLAN No employer contribution	Pre-tax Health Care Premiums (no max), Flexible Spending Accounts for Dependent Care (\$5,000 max per calendar year), Unreimbursed Medical Expenses (\$2,600 max per calendar year), and other options offered by the plan administrator.
SPECIAL MERIT PAY AWARD Per Contract Amendment	Based on recommendation by City Council after their review of employee's performance.
CAR ALLOWANCE	\$400/month
CELL PHONE ALLOWANCE	\$90/month
TUITION REIMBURSEMENT Employer paid	75% tuition & books to \$2,000 fiscal year maximum.
LICENSES & CERTIFICATIONS Employer paid	100% reimbursement for job required licenses, certifications, and professional memberships.
HEALTH CLUB REIMBURSEMENT \$125/month maximum Employer paid	City to reimburse employee the cost of monthly dues charged by a health/fitness club of employee's choice as deemed appropriate by the City Manager.
EMPLOYEE ASSISTANCE PROGRAM (EAP) Employer paid \$2.30 per EE per month	3 sessions per incident per family member.
SEVERANCE PAY	Twelve (12) months' severance pay – salary and benefits for twelve months from the date of termination.

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