

CITY OF PITTSBURG BENEFIT MATRIX JANUARY 2024

BENEFIT	SR. EXECUTIVE TEAM	MANAGEMENT GROUP	MANAGEMENT/ PROFESSIONAL/ CONFIDENTIAL	MISC “A” (AFSCME)	TEAMSTERS	IBEW	POLICE MGMT GROUP	POLICE OFFICERS’ ASSOC.
MOU TERM	N/A	N/A	7/1/22-6/30/25	7/1/22-6/30/25	7/1/22-6/30/25	7/1/22-6/30/25	7/1/22-6/30/25	7/1/22-6/30/25
SCHEDULED INCREASE	3% - July 2024	3% - July 2024	3% - July 2024	3% - July 2024	3% - July 2024	3% - July 2024	4% - July 2024	4% - July 2024
LIFE INSURANCE & AD&D Providers: LINCOLN FINANCIAL, PORAC (ING ReliaStar)	<u>Dept. Heads</u> - 1 ½x salary up to \$250,000 ER pays Lincoln Financial prem. rate: Life: \$.14 per \$1,000 AD&D: \$.020 per \$1,000	<u>Dept. Heads</u> - 1 ½x salary up to \$250,000 ER pays Lincoln Financial prem. rate: Life: \$.14 per \$1,000 AD&D: \$.020 per \$1,000	\$75,000 ER pays Lincoln Financial prem. rate: Life: \$.14 per \$1,000 AD&D: \$.020 per \$1,000	\$75,000 ER pays Lincoln Financial prem. rate: Life: \$.14 per \$1,000 AD&D: \$.020 per \$1,000	\$75,000 ER pays Lincoln Financial prem. rate: Life: \$.14 per \$1,000 AD&D: \$.020 per \$1,000	\$75,000 ER pays Lincoln Financial prem. rate: Life: \$.14 per \$1,000 AD&D: \$.020 per \$1,000	\$100,000 <u>Captains</u> covered under Lincoln Financial Lincoln Financial, ER pays Lincoln Financial Lincoln Financial prem. rate: Life: \$.14 per \$1,000 AD&D: \$.020 per \$1,000 <u>Lieutenants</u> covered under PORAC plan, ER pays \$20.00 per month. AD&D Core Plan coverage with Principal Sum of \$5,000 on-duty and \$1,000 off-duty. EE may enroll and pay for optional plans.	\$100,000 Covered under PORAC plan, ER pays \$20.00 per month. AD&D Core Plan coverage with Principal Sum of \$5,000 on-duty and \$1,000 off-duty. EE may enroll and pay for optional plans.
DISABILITY (Available to Full-time EE's) Providers: LINCOLN FINANCIAL, PORAC (ING ReliaStar) ⇒Long Term ER pays 0.32% of EE's monthly salary for disability insurance. SWORN: EE pays \$29.70 per month for Short- and Long-Term Disability Plan through PORAC	60% of EE's monthly earnings to a max. benefit of \$15,000/mo. Waiting period is 180 days.	60% of EE's monthly earnings to a max. benefit of \$9,000/mo. Waiting period is 180 days.	60% of EE's monthly earnings to a max. benefit of \$9,000/mo. Max. period of pmt. is dependent on EE's age and waiting period is 180 days or the date STD payments end.	60% of EE's monthly earnings to a max. benefit of \$9,000/mo. Max. period of pmt. is dependent on EE's age and waiting period is 180 days or the date STD payments end.	60% of EE's monthly earnings to a max. benefit of \$9,000/mo. Max. period of pmt. is dependent on EE's age and waiting period is 180 days or the date STD payments end.	60% of EE's monthly earnings to a max. benefit of \$9,000/mo. Max. period of pmt. is dependent on EE's age and waiting period is 180 days or the date STD payments end.	<u>Captains</u> covered under Lincoln Financial Lincoln Financial, receive 60% of EE's monthly earnings to a max. benefit of \$9,000/mo. Max. period of pmt. is dependent on EE's age. Waiting period is 180 days. <u>Lieutenants</u> \$10,000 maximum monthly benefit (66 2/3% of \$15,000) before reduction by deductible income. Max. benefit period for short-term disability is 12 months. LTD maximum benefit depends on age and disability date. Waiting period is 0 days for industrial injury; 0 days for non-industrial short-term disability and 365 days for long term disability.	\$10,000 maximum monthly benefit (66 2/3% of \$15,000) before reduction by deductible income. Max. benefit period for short-term disability is 12 months. LTD maximum benefit depends on age and disability date. Waiting period is 0 days for industrial injury; 0 days for non-industrial short-term disability and 365 days for long term disability.
STATE DISABILITY INSURANCE	None	None	EE pays full cost, currently 0.9% up to a max salary of \$153,164	EE pays full cost, currently 0.09% up to a max salary of \$153,164	EE pays full cost, currently 0.9% up to a max salary of \$153,164	EE pays full cost, currently 0.9% up to a max salary of \$153,164	None	None
MEDICARE	ER & EE pay 1.45% of salary, no max.	ER & EE pay 1.45% of salary, no max.	ER & EE pay 1.45% of salary, no max.	ER & EE pay 1.45% of salary, no max.	ER & EE pay 1.45% of salary, no max.	ER & EE pay 1.45% of salary, no max.	ER & EE pay 1.45% of salary, no max.	ER & EE pay 1.45% of salary, no max.

EE = Employee, ER = Employer
Rates and coverage are calculated based on regular full-time employees.
Full-time employees are classified as working a minimum of 30 hours per week for medical/vision under the Affordable Care Act

CITY OF PITTSBURG BENEFIT MATRIX JANUARY 2024

BENEFIT	SR. EXECUTIVE TEAM	MANAGEMENT GROUP	MANAGEMENT/ PROFESSIONAL/ CONFIDENTIAL	MISC “A” (AFSCME)	TEAMSTERS	IBEW	POLICE MGMT GROUP	POLICE OFFICERS’ ASSOC.
MEDICAL PLANS ⇒Kaiser 2024 rates	ER pays: EE = \$926.75/mo. Dual = \$1787.50/mo. Family = \$2501.93/mo. EE pays: EE = \$ 0.00/mo. Dual = \$ 0.00/mo. Family = \$ 0.00/mo.	ER pays: EE = \$926.75/mo. Dual = \$1787.50/mo. Family = \$2501.93/mo. EE pays: EE = \$ 0.00/mo. Dual = \$ 0.00/mo. Family = \$ 0.00/mo.	ER pays: EE = \$926.75/mo. Dual = \$1787.50/mo. Family = \$2501.93/mo. EE pays: EE = \$ 0.00/mo. Dual = \$ 0.00/mo. Family = \$ 0.00/mo.	ER pays: EE = \$926.75/mo. Dual = \$1787.50/mo. Family = \$2501.93/mo. EE pays: EE = \$ 0.00/mo. Dual = \$ 0.00/mo. Family = \$ 0.00/mo.	ER pays: EE = \$926.75/mo. Dual = \$1787.50/mo. Family = \$2501.93/mo. EE pays: EE = \$ 0.00/mo. Dual = \$ 0.00/mo. Family = \$ 0.00/mo.	ER pays: EE = \$926.75/mo. Dual = \$1787.50/mo. Family = \$2501.93/mo. EE pays: EE = \$ 0.00/mo. Dual = \$ 0.00/mo. Family = \$ 0.00/mo.	ER pays: EE = \$926.75/mo. Dual = \$1787.50/mo. Family = \$2501.93/mo. EE pays: EE = \$ 0.00/mo. Dual = \$ 0.00/mo. Family = \$ 0.00/mo.	ER pays: EE = \$926.75/mo. Dual = \$1787.50/mo. Family = \$2501.93/mo. EE pays: EE = \$ 0.00/mo. Dual = \$ 0.00/mo. Family = \$ 0.00/mo.
⇒Anthem Blue Cross EPO (plan closed to new and re-enrollments) 2024 rates	ER pays: EE = \$926.75 Dual = \$1787.50/mo. Family = \$2501.93/mo. EE pays: EE = \$318.59/mo. Dual = \$747.07/mo. Family = \$1087.61/mo.	ER pays: EE = \$926.75 Dual = \$1787.50/mo. Family = \$2501.93/mo. EE pays: EE = \$318.59/mo. Dual = \$747.07/mo. Family = \$1087.61/mo.	ER pays: EE = \$926.75 Dual = \$1787.50/mo. Family = \$2501.93/mo. EE pays: EE = \$318.59/mo. Dual = \$747.07/mo. Family = \$1087.61/mo.	ER pays: EE = \$926.75 Dual = \$1787.50/mo. Family = \$2501.93/mo. EE pays: EE = \$318.59/mo. Dual = \$747.07/mo. Family = \$1087.61/mo.	ER pays: EE = \$926.75 Dual = \$1787.50/mo. Family = \$2501.93/mo. EE pays: EE = \$318.59/mo. Dual = \$747.07/mo. Family = \$1087.61/mo.	ER pays: EE = \$926.75 Dual = \$1787.50/mo. Family = \$2501.93/mo. EE pays: EE = \$318.59/mo. Dual = \$747.07/mo. Family = \$1087.61/mo.	ER pays: EE = \$1032.95/mo Dual = \$2036.52/mo. Family = \$2864.47/mo. EE pays: EE = \$212.39mo. Dual = \$489.05/mo. Family = \$725.07/mo.	ER pays: EE = \$1032.95/mo Dual = \$2036.52/mo. Family = \$2864.47/mo. EE pays: EE = \$212.39mo. Dual = \$489.05/mo. Family = \$725.07/mo.
⇒Anthem Blue Cross PPO 2024 rates	ER pays: EE = \$926.75 Dual = \$1787.50/mo. Family = \$2501.93/mo. EE Pays EE = \$17.33/mo. Dual = \$107.24/mo. Family = \$148.07./mo.	ER pays: EE = \$926.75 Dual = \$1787.50/mo. Family = \$2501.93/mo. EE Pays EE = \$17.33/mo. Dual = \$107.24/mo. Family = \$148.07./mo.	ER pays: EE = \$926.75 Dual = \$1787.50/mo. Family = \$2501.93/mo. EE Pays EE = \$17.33/mo. Dual = \$107.24/mo. Family = \$148.07./mo.	ER pays: EE = \$926.75 Dual = \$1787.50/mo. Family = \$2501.93/mo. EE Pays EE = \$17.33/mo. Dual = \$107.24/mo. Family = \$148.07./mo.	ER pays: EE = \$926.75 Dual = \$1787.50/mo. Family = \$2501.93/mo. EE Pays EE = \$17.33/mo. Dual = \$107.24/mo. Family = \$148.07./mo.	ER pays: EE = \$926.75 Dual = \$1787.50/mo. Family = \$2501.93/mo. EE Pays EE = \$17.33/mo. Dual = \$107.24/mo. Family = \$148.07./mo.	ER Pays EE = \$932.53/mo. Dual = \$1823.25/mo. Family = \$2551.29/mo. EE Pays EE = \$11.55/mo. Dual = \$71.49/mo. Family = \$98.71/mo.	ER Pays EE = \$932.53/mo. Dual = \$1823.25/mo. Family = \$2551.29/mo. EE Pays EE = \$11.55/mo. Dual = \$71.49/mo. Family = \$98.71/mo.
RETIREE HEALTH PLAN EE receives the lesser of actual premium amount or applicable % of Early Retiree premium. Retiree Benefits at the Early Retiree rate until Medicare eligibility.	Eff. 1/1/12 only for current EE's hired before 1/1/12: Yrs. 0-14 0% EE only 15-19 50% EE only 20-24 75% EE only 25+ 100% EE & spouse Benefit stops end of month of EE's 65 th birthday, if EE passes before spouse, benefit stops end of month of EE's 65 th birthday. Retiree and eligible dependents may continue dental through COBRA NO RETIREE HEALTH PLAN BENEFITS FOR NEW HIRES ON OR AFTER 1/1/2012.	Eff. 1/1/12 only for current EE's hired before 1/1/12: Yrs. 0-14 0% EE only 15-19 50% EE only 20-24 75% EE only 25+ 100% EE & spouse Benefit stops end of month of EE's 65 th birthday, if EE passes before spouse, benefit stops end of month of EE's 65 th birthday. Retiree and eligible dependents may continue dental through COBRA NO RETIREE HEALTH PLAN BENEFITS FOR NEW HIRES ON OR AFTER 1/1/2012.	Eff. 1/1/12 only for current EE's hired before 1/1/12: Yrs. 0-14 0% EE only 15-19 50% EE only 20-24 75% EE only 25+ 100% EE & spouse Benefit stops end of month of EE's 65 th birthday, if EE passes before spouse, benefit stops end of month of EE's 65 th birthday. Retiree and eligible dependents may continue dental through COBRA. NO RETIREE HEALTH PLAN BENEFITS FOR NEW HIRES ON OR AFTER 1/1/2012.	Eff. 1/1/12 only for current EE's hired before 1/1/12: Yrs. 0-14 0% EE only 15-19 50% EE only 20-24 75% EE only 25+ 100% EE & spouse Benefit stops end of month of EE's 65 th birthday, if EE passes before spouse, benefit stops end of month of EE's 65 th birthday. Retiree and eligible dependents may continue dental through COBRA. NO RETIREE HEALTH PLAN BENEFITS FOR NEW HIRES ON OR AFTER 1/1/2012.	Eff. 1/1/12 only for current EE's hired before 1/1/12: Yrs. 0-14 0% EE only 15-19 50% EE only 20-24 75% EE only 25+ 100% EE & spouse Benefit stops end of month of EE's 65 th birthday, if EE passes before spouse, benefit stops end of month of EE's 65 th birthday. Retiree and eligible dependents may continue dental through COBRA. NO RETIREE HEALTH PLAN BENEFITS FOR NEW HIRES ON OR AFTER 1/1/2012.	Eff. 1/1/12 only for current EE's hired before 1/1/12: Yrs. 0-14 0% EE only 15-19 50% EE only 20-24 75% EE only 25+ 100% EE & spouse Benefit stops end of month of EE's 65 th birthday, if EE passes before spouse, benefit stops end of month of EE's 65 th birthday. Retiree and eligible dependents may continue dental through COBRA. NO RETIREE HEALTH PLAN BENEFITS FOR NEW HIRES ON OR AFTER 1/1/2012.	Eff. 9/14/07 only for current EE's hired before 9/15/07: Yrs. Kaiser prem. 0– < 5 no contribution 5 - < 15 25% 15 - < 20 50% 20 yrs. min. service retiree & elig. spouse will receive 100% cov. w/premium to be capped at the higher of the two least expensive plans. Eff. 9/15/07 only for EEs hired on/after 9/15/08 and before 7/1/11: Yrs. Kaiser prem. 0-14 25% (EE & spouse) (if/industrial disability retirement) 10-<15 25% (EE & spouse) 15-19 50% (EE & spouse) 20+ 100% (EE & spouse) Retiree and eligible dependents	Eff. 9/14/07 only for current EE's hired before 9/15/07: Yrs. Kaiser prem. 0– < 5 no contribution 5 - < 15 25% 15- < 20 50% 20 yrs. min. service retiree & elig. spouse will receive 100% cov. w/premium to be capped at the higher of the two least expensive plans. Eff. 9/15/07 only for EEs hired on/after 9/15/08 and before 7/1/11: Yrs. Kaiser prem. 0-14 25% (EE & spouse) (if/industrial disability retirement) 10-<15 25% (EE & spouse) 15-19 50% (EE & spouse) 20+ 100% (EE & spouse)

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							may continue dental through COBRA. NO RETIREE HEALTH PLAN BENEFITS FOR NEW HIRES ON OR AFTER 7/1/2011.	Retiree and eligible dependents may continue dental through COBRA. NO RETIREE HEALTH PLAN BENEFITS FOR NEW HIRES ON OR AFTER 7/1/2011.
RETIREMENT HEALTH SAVINGS ACCOUNT (RHS PLAN)	FOR NEW HIRES ON OR AFTER 1/1/2012: City provides Retirement Health Savings (RHS) Plan with ER contribution \$75 per month and required EE contribution of \$75 per month.	FOR NEW HIRES ON OR AFTER 1/1/2012: City provides Retirement Health Savings (RHS) Plan with ER contribution \$75 per month and required EE contribution of \$75 per month.	FOR NEW HIRES ON OR AFTER 1/1/2012: City provides Retirement Health Savings (RHS) Plan with ER contribution \$75 per month and required EE contribution of \$75 per month.	FOR NEW HIRES ON OR AFTER 1/1/2012: City provides Retirement Health Savings (RHS) Plan with ER contribution \$75 per month and required EE contribution of \$75 per month.	FOR NEW HIRES ON OR AFTER 1/1/2012: City provides Retirement Health Savings (RHS) Plan with ER contribution \$75 per month and required EE contribution of \$75 per month.	FOR NEW HIRES ON OR AFTER 1/1/2012: City provides Retirement Health Savings (RHS) Plan with ER contribution \$75 per month and required EE contribution of \$75 per month.	FOR NEW HIRES ON OR AFTER 7/1/2011: City provides Retirement Health Savings (RHS) Plan with ER contribution \$75 per month and required EE contribution of \$75 per month.	FOR NEW HIRES ON OR AFTER 7/1/2011: City provides Retirement Health Savings (RHS) Plan with ER contribution \$75 per month and required EE contribution of \$75 per month.
DENTAL Rates Delta Dental Plan	ER pays entire dental insurance for EE and EE ’s dependents; ER pays per EE : EE = \$50.00/mo. Dual = \$92.50/mo. Family = \$159.60/mo.	ER pays entire dental insurance for EE and EE ’s dependents; ER pays per EE : EE = \$50.00/mo. Dual = \$92.50/mo. Family = \$159.60/mo.	ER pays entire dental insurance for EE and EE ’s dependents; ER pays per EE : EE = \$52.80/mo. Dual = \$97.80/mo. Family = \$169.00/mo.	ER pays entire dental insurance for EE and EE ’s dependents; ER pays per EE : EE = \$52.80/mo. Dual = \$97.80/mo. Family = \$169.00/mo.	ER pays entire dental insurance for EE and EE ’s dependents; ER pays per EE : EE = \$50.00/mo. Dual = \$92.50/mo. Family = \$159.60/mo.	ER pays entire dental insurance for EE and EE ’s dependents; ER pays per EE : EE = \$50.00/mo. Dual = \$92.50/mo. Family = \$159.60/mo.	ER pays entire dental insurance for EE and EE ’s dependents; ER pays per EE : EE = \$50.00/mo. Dual = \$92.50/mo. Family = \$159.60/mo.	ER pays entire dental insurance for EE and EE ’s dependents; ER pays per EE : EE = \$50.00/mo. Dual = \$92.50/mo. Family = \$159.60/mo.
DENTAL AND MEDICAL ALTERNATIVE In-lieu of medical and/or dental; Paid to EE through payroll, not into Def. Comp.; EE must complete a waiver & submit proof of insurance	Dental: \$25/mo. Medical: Single = \$200/mo. Dual = \$300/mo. Family = \$500/mo.	Dental: \$25/mo. Medical: Single = \$200/mo. Dual = \$300/mo. Family = \$500/mo.	Dental: \$25/mo. Medical: Single = \$200/mo. Dual = \$300/mo. Family = \$500/mo.	Dental: \$25/mo. Medical: Single = \$200/mo. Dual = \$300/mo. Family = \$500/mo.	Dental: \$25/mo. Medical: Single = \$200/mo. Dual = \$300/mo. Family = \$500/mo.	Dental: \$25/mo. Medical: Single = \$200/mo. Dual = \$300/mo. Family = \$500/mo.	Dental: \$25/mo. Medical: Single = \$200/mo. Dual = \$300/mo. Family = \$500/mo.	Dental: \$25/mo. Medical: Single = \$200/mo. Dual = \$300/mo. Family = \$500/mo.
VISION Rates Vision Service Plan (VSP)	ER pays premium rate: \$14.10 per employee for single, dual, and family plans	ER pays premium rate: \$14.10 per employee for single, dual, and family plans	ER pays premium rate: \$14.10 per employee for single, dual, and family plans	ER pays premium rate: \$14.10 per employee for single, dual, and family plans	ER pays premium rate: \$14.10 per employee for single, dual, and family plans	ER pays premium rate: \$14.10 per employee for single, dual, and family plans	ER pays premium rate: \$14.10 per employee for single, dual, and family plans	ER pays premium rate: \$14.10 per employee for single, dual, and family plans
Vacation Conversion to Section 401a Plan	Annual required contribution is based on 80 hours x hourly rate of lowest paid member.							

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CITY OF PITTSBURG BENEFIT MATRIX JANUARY 2024

BENEFIT	SR. EXECUTIVE TEAM	MANAGEMENT GROUP	MANAGEMENT/ PROFESSIONAL/ CONFIDENTIAL	MISC “A” (AFSCME)	TEAMSTERS	IBEW	POLICE MGMT GROUP	POLICE OFFICERS’ ASSOC.
VACATION LEAVE: ⇒ ACCRUAL	0 - 5 yrs = 13 days/yr 6 - 10 yrs = 18 days/yr 11 yrs = 19 days/yr 12 yrs = 20 days/yr 13 yrs = 21 days/yr 14 yrs = 22 days/yr 15-19 yrs = 23 days/yr 20 yrs+ = 28 days/yr based on total years of continuous public sector service.	0 - 5 yrs = 10 days/yr 6 - 10 yrs = 15 days/yr 11 yrs = 16 days/yr 12 yrs = 17 days/yr 13 yrs = 18 days/yr 14 yrs = 19 days/yr 15-19 yrs = 20 days/yr 20 yrs+ = 25 days/yr based on total years of continuous public sector service.	0 - 5 yrs = 10 days/yr 6 - 10 yrs = 15 days/yr 11 yrs = 16 days/yr 12 yrs = 17 days/yr 13 yrs = 18 days/yr 14 yrs = 19 days/yr 15-19 yrs = 20 days/yr 20 yrs+ = 25 days/yr based on total years of continuous public sector service.	0 - 5 yrs = 10 days/yr 6 - 10 yrs = 15 days/yr 11 yrs = 16 days/yr 12 yrs = 17 days/yr 13 yrs = 18 days/yr 14 yrs = 19 days/yr 15-19 yrs = 20 days/yr 20 yrs+ = 25 days/yr based on total years of continuous public sector service.	0 - 5 yrs = 10 days/yr 6 - 10 yrs = 15 days/yr 11 yrs = 16 days/yr 12 yrs = 17 days/yr 13 yrs = 18 days/yr 14 yrs = 19 days/yr 15-19 yrs = 20 days/yr 20 yrs+ = 25 days/yr based on total years of continuous public sector service.	0 - 5 yrs = 10 days/yr 6 - 10 yrs = 15 days/yr 11 yrs = 16 days/yr 12 yrs = 17 days/yr 13 yrs = 18 days/yr 14 yrs = 19 days/yr 15-19 yrs = 20 days/yr 20 yrs+ = 25 days/yr based on total years of continuous public sector service.	0 - 5 yrs = 13 days/yr 6 - 10 yrs = 18 days/yr 11 yrs = 19 days/yr 12 yrs = 20 days/yr 13 yrs = 21 days/yr 14 yrs = 22 days/yr 15-19 yrs = 23 days/yr 20 yrs+ = 28 days/yr based on total years of continuous public sector service.	0 - 5 yrs = 13 days/yr 6 - 10 yrs = 18 days/yr 11 yrs = 19 days/yr 12 yrs = 20 days/yr 13 yrs = 21 days/yr 14 yrs = 22 days/yr 15-19 yrs = 23 days/yr 20 yrs+ = 28 days/yr based on total years of continuous public sector service.
⇒ CAP	2x's annual accrual up to 380 hrs/maximum	2x's annual accrual up to 380 hrs/maximum	260 hrs/maximum	260 hrs/maximum	260 hrs/maximum	260 hrs/maximum	2x's annual accrual up to 380 hrs/maximum	2x's annual accrual up to 380 hrs/maximum
⇒ BUYBACK	Up to 40 hrs per fiscal year	Up to 80 hrs per fiscal year	Up to 80 hrs per fiscal year	Up to 80 hrs per fiscal year	Up to 80 hrs per fiscal year	Up to 80 hrs per fiscal year	Up to 80 hrs per fiscal year	Up to 80 hrs per fiscal year
⇒ MIN. USE – to be eligible for buyback	40 hrs/per year	40 hrs/per year	40 hrs/per year	40 hrs/per year	40 hrs/per year	40 hrs/per year	40 hrs/per year	40 hrs/per year
SICK LEAVE ACCRUAL	Accrue 3.69 hours per pay period (12 days per year).	Accrue 3.69 hours per pay period (12 days per year).	Accrue 3.69 hours per pay period (12 days per year).	Accrue 3.69 hours per pay period (12 days per year).	Accrue 3.69 hours per pay period (12 days per year).	Accrue 3.69 hours per pay period (12 days per year).	Accrue 3.69 hours per pay period (12 days per year).	Accrue 3.69 hours per pay period (12 days per year).
⇒ Incentive	4 hrs credited to vacation leave w/no usage of SL during any payroll year quarter.	4 hrs credited to vacation leave w/no usage of SL during any payroll year quarter.	4 hrs credited to vacation leave w/no usage of SL during any payroll year quarter.	4 hrs credited to vacation leave w/no usage of SL during any payroll year quarter.	4 hrs credited to vacation leave w/no usage of SL during any payroll year quarter.	4 hrs credited to vacation leave w/no usage of SL during any payroll year quarter.	4 hrs credited to vacation leave w/no usage of SL during any payroll year quarter.	4 hrs credited to vacation leave w/no usage of SL during any payroll year quarter.
⇒ Personal Necessity Leave	May use up to 32 hrs/yr	May use up to 32 hrs/yr	May use up to 32 hrs/yr	May use up to 32 hrs/yr	May use up to 32 hrs/yr	May use up to 32 hrs/yr	May use up to 32 hrs/yr	May use up to 32 hrs/yr
BEREAVEMENT LEAVE ⇒Immediate family is defined as spouse, domestic partner, children, parents, grandparents, grand-children, brothers, sisters, stepchildren, stepparents, half-brothers, half-sisters, fathers-in-law, and mothers-in-law.	3 days paid leave for death of immediate family member; to be taken within six months of death; 2 days of unpaid leave for a total of 5 days of bereavement leave. 5 days of unpaid leave for a reproductive loss event to a maximum of 20 days for a 12-month period.	3 days paid leave for death of immediate family member; to be taken within six months of death; 2 days of unpaid leave for a total of 5 days of bereavement leave. 5 days of unpaid leave for a reproductive loss event to a maximum of 20 days for a 12-month period.	3 days paid leave for death of immediate family member; to be taken within six months of death; 2 days of unpaid leave for a total of 5 days of bereavement leave. 5 days of unpaid leave for a reproductive loss event to a maximum of 20 days for a 12-month period.	3 days paid leave for death of immediate family member; to be taken within six months of death; 2 days of unpaid leave for a total of 5 days of bereavement leave. 5 days of unpaid leave for a reproductive loss event to a maximum of 20 days for a 12-month period.	3 days paid leave for death of immediate family member; to be taken within six months of death; 2 days of unpaid leave for a total of 5 days of bereavement leave. 5 days of unpaid leave for a reproductive loss event to a maximum of 20 days for a 12-month period.	3 days paid leave for death of immediate family member; to be taken within six months of death; 2 days of unpaid leave for a total of 5 days of bereavement leave. 5 days of unpaid leave for a reproductive loss event to a maximum of 20 days for a 12-month period.	3 days paid leave for death of immediate family member; to be taken within six months of death; 2 days of unpaid leave for a total of 5 days of bereavement leave. 5 days of unpaid leave for a reproductive loss event to a maximum of 20 days for a 12-month period.	3 days paid leave for death of immediate family member; to be taken within six months of death; 2 days of unpaid leave for a total of 5 days of bereavement leave. 5 days of unpaid leave for a reproductive loss event to a maximum of 20 days for a 12-month period.
UNIFORM SAFETY SHOE ALLOWANCE			Police non-sworn only \$300/yr.\$600 for Code Enforcement Supervisor. \$300/yr. for protective footwear \$80/yr. for reimbursement for protective/safety clothing.	Police non-sworn only \$300/yr. \$600 for Code Enforcement Officers, Police Evidence Technicians, Community Services Specialists and Leads.	\$250/yr. City provides safety footwear \$300 per fiscal year.	\$550/yr.	\$1,000/yr.	\$1,000/yr.
HOLIDAYS & HOLIDAY PAY	<u>Holidays:</u> 13 observed holidays & 16 hours floating holiday	<u>Holidays:</u> 13 observed holidays & 16 hours floating holiday	<u>Holidays:</u> 13 observed holidays & 16 hours floating holiday	<u>Holidays:</u> 13 observed holidays & 16 hours floating holiday	<u>Holidays:</u> 13 observed holidays & 16 hours floating holiday <u>WTP Operators:</u> Water Plant Operators shall receive eight (8)	<u>Holidays:</u> 13 observed holidays & 16 hours floating holiday An employee on standby on Thanksgiving Day or Christmas	<u>Holiday pay:</u> 5.5% of salary in lieu of holidays & 2 floating holidays	<u>Holiday pay:</u> 5.5% of salary in lieu of holidays & 2 floating holidays

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CITY OF PITTSBURG BENEFIT MATRIX JANUARY 2024

BENEFIT	SR. EXECUTIVE TEAM	MANAGEMENT GROUP	MANAGEMENT/ PROFESSIONAL/ CONFIDENTIAL	MISC “A” (AFSCME)	TEAMSTERS	IBEW	POLICE MGMT GROUP	POLICE OFFICERS’ ASSOC.
					hours holiday paid at the overtime rate when a holiday is worked (except FHs). If holiday was not worked, eight (8) hours is credited to CTO balance. If maximum CTO is reached, the hours are paid as additional earnings.	Day receives an additional eight (8) hours of CTO.		
SHIFT DIFFERENTIAL					Water Plant Operators receive a shift differential of \$1.75/per hour for working 5:00 p.m. to 10:59:59 p.m. & \$3.50/per hour for working 11:00 p.m. to 6:59:59 a.m.	Employees receive a shift differential of \$1.75/per hour for working 5:00 p.m. to 10:59:59 p.m. & \$3.50/per hour for working 11:00 p.m. to 6:59:59 a.m.		2% when shift ends between 9:00 p.m. and 12:00 a.m. 4.5% when shift ends between 12:01 a.m. and 7:00 a.m.
STANDBY PAY			Public Works, Water Plant Supervisors and Superintendents, Utility and Equipment Supervisors receive \$50 more than employee on primary standby shift.		Maint. Workers (I, II Leads), Equipment Mechanics and Electrical Technicians, Apprentice and Lead receive \$300 per primary stand-by shift & \$250 per secondary stand-by shift.	Employees receive \$78.57 per day on standby.		
ADMIN LEAVE	96 hours/year	96 hours/year	80 hours/year (see MOU)	N/A	N/A	N/A	96 hours/year	N/A
ACTING PAY, WORKING IN A HIGHER CLASS			Minimum 5% for working in higher class or 5% for special project pay	Minimum 5% for working in higher class or 5% for special project pay	Minimum 5% for working in higher class or 5% for special project pay	Minimum 5% for working in higher class or 5% for special project pay	Minimum 5% for working in higher class	Minimum 5% for working in higher class
CALL OUT PAY				2 hours min. OT during non-reg. hours	2 hrs. min. OT during non-reg. hours	2 hrs. min. OT during non-reg. hours		4 hrs. min. OT when asked to work on a day other than their reg. schedule or called to court
OT COMP & COMP TIME OFF			Based on hours worked 1 ½x’s the reg. hourly rate, calculated to the nearest 15 min.	Based on hours worked 1 ½x’s the reg. hourly rate, calculated to the nearest 15 min.	Based on hours worked 1 ½x’s the reg. hourly rate, calculated to the nearest 15 min.	Based on hours worked 1 ½x’s the reg. hourly rate, calculated to the nearest 15 min.		Based on hours worked 1 ½x’s the reg. hourly rate, calculated to the nearest 15 min.
EDUCATION INCENTIVES & SPECIALTY PAY/ CERTIFICATION PAY (SEE PAGE 8 FOR TEAMSTERS).		5% of base pay for American Institute of Certified Planners (AICP) Certification to Assistant Director of Planning	\$350 and \$360 per mo. salary incentive to Water Plant Supv’s who receive and maintain T4 or T5 certification. \$330 per mo. Salary incentive for Laboratory Supervisor for Grade 3 Water Quality Analyst cert. \$400 per month salary incentive to Water Plant Superintendent who receives a BA/BS from an accredited college or university in chemistry, biology, or engineering.	Bilingual Pay – for Spanish bilingual proficiency \$50/mo.	\$300 per month salary incentive for Water Plant Operators who receive and maintain a Treatment Grade III State of CA certification. An additional five percent (5%) salary incentive to Water Plant Operators who receive and maintain Grade IV State of CA certification. \$460 per month salary incentive to Water Quality Analyst I/II or other employee when assigned designation of Water Treatment Lab Director.	Certification Pay 2% for Class A or B with air brake and tank endorsements LIFT-An employee who is certified and authorized by the City Manager or designee to train other City employees on the proper use of a narrow isle forklift, lift truck, <u>and</u> powered pallet jack shall receive two percent (2%) per month LOAD- An employee who is certified and authorized by the	PMG Members with Bachelor’s or Master’s degrees prior to 7/1/22 5% Bachelor’s or 10% Master’s Effective 7/1/22 2.5% POST Mgmt (Capt. only) Eff. 7/1/23: 2.5% POST Mgmt (Capt. & Lt) New members after 6/30/22: 2.5% for Master’s Degree only 2.5% Command College or Equiv.	EEs with college degrees before 1/1/24: 5% for Bachelor’s degree and maximum combined incentive for education is 10% for POST Adv. cert and Bachelor’s degree, OR 10% for Master’s degree and maximum combined incentive for education is 15% for a POST Adv. cert and Master’s degree EEs earning college

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BENEFIT	SR. EXECUTIVE TEAM	MANAGEMENT GROUP	MANAGEMENT/ PROFESSIONAL/ CONFIDENTIAL	MISC “A” (AFSCME)	TEAMSTERS	IBEW	POLICE MGMT GROUP	POLICE OFFICERS’ ASSOC.
			Public Works Supervisor 5% - D4 Water Distribution Certificate Water Plant Supervisor and Laboratory Supervisor 1% - D1 and 2% - D-2 water distribution certificate Professional Engineer Certification- additional 5% base pay for Assistant and Associate Engineer. AICP Certification for Associate or Assistant Planner and Sr. Planner additional 5% base pay Storm Water Quality Certification for Compliance Principal additional 5% base pay or 5% for Professional Engineer Certification (5% max). Bilingual Pay – for Spanish bilingual proficiency \$50/mo.		Certification Pay on page 8.	City Manager designee to train other City employees on the proper use of a front-end loader, skid steer loader <u>and</u> a backhoe shall receive two percent (2%) per month TRAINER PAY-Class A/B Trainer shall receive two percent (2%) per month (not subject to incentives cap of 5%). UST- An employee who possesses an Underground Storage Tank certificate and/or Pipeline & Hazardous Safety Administration Qualified Evaluator and authorized by the City Manager or designee, to provide, and does so perform, the daily, monthly, and other assigned functions as assigned shall receive two percent (2%) per month EE Receives EITHER the certification pay for a single item or the combined pay (to 5% max) for multiple items	The maximum incentive for education is 7.5% for a POST Mgmt. Cert., Command College and Master’s degree. 4% Bilingual Pay (Spanish only) See MOU for details	<u>degrees after 1/1/24 receive:</u> 2.5% Bachelor’s, or IF EEs earned Bachelor’s and was enrolled in MA program prior to 7/1/22 and completes program before 12/31/23, EE will receive 10% for MA after 1/1/24. 2.5% for POST Inter or 5% POST Adv. Maximum combined incentive for education is 7.5% for Bachelor’s and Advanced POST cert. See MOU for details 4% Bilingual Pay (Spanish only) 5% Canine Pay 5% Motor Pay 5% Field Training Officer 3% Detective Pay 3% Investigate Major Traffic Accidents (does not apply to those who receive motor pay)
EDUCATION TUITION REIMBURSEMENT	ER pays up to \$2,700 per calendar yr. as follows: 100% of tuition, fees, textbooks & supplies up to \$2,400; 50% of tuition, books & supplies between \$2401-\$3000	ER pays up to \$2,700 per calendar yr. as follows: 100% of tuition, fees, textbooks & supplies up to \$2,400; 50% of tuition, books & supplies between \$2401-\$3000	ER pays up to \$2,700 per calendar yr. as follows: 100% of tuition, fees, textbooks & supplies up to \$2,400; 50% of tuition, books & supplies between \$2401-\$3000	ER pays up to \$2,700 per calendar yr. as follows: 100% of tuition, fees, textbooks & supplies up to \$2,400; 50% of tuition, books & supplies between \$2401- \$3000	ER pays up to \$2,700 per calendar yr. as follows: 100% of tuition, fees, textbooks & supplies up to \$2,400; 50% of tuition, books & supplies between \$2401-\$3000	ER pays up to \$2,700 per calendar yr. as follows: 100% of tuition, fees, textbooks & supplies up to \$2,400; 50% of tuition, books & supplies between \$2401-\$3000	ER pays up to \$4,000 each calendar yr. for approved tuition charges and fees; up to \$500 for the cost of books, supplies and equipment for approved training.	ER pays up to \$4,000 each calendar yr. for approved tuition charges and fees; up to \$500 for the cost of books, supplies and equipment for approved training.
EMPLOYEE ASSISTANCE PROGRAM ER pays \$4.05 per family unit for an EAP	EE and their household family members receive up to eight (8) counseling visits per incident per rolling 12 months. EAP provides other services as well.	EE and their household family members receive up to eight (8) counseling visits per incident per rolling 12 months. EAP provides other services as well.	EE and their household family members receive up to eight (8) counseling visits per incident per rolling 12 months. EAP provides other services as well.	EE and their household family members receive up to eight (8) counseling visits per incident per rolling 12 months. EAP provides other services as well.	EE and their household family members receive up to eight (8) counseling visits per incident per rolling 12 months. EAP provides other services as well.	EE and their household family members receive up to eight (8) counseling visits per incident per rolling 12 months. EAP provides other services as well.	EE and their household family members receive up to eight (8) counseling visits per incident per rolling 12 months. EAP provides other services as well.	EE and their household family members receive up to eight (8) counseling visits per incident per rolling 12 months. EAP provides other services as well.
WORKERS’ COMPENSATION LEAVE	EE receives up to 60 calendar days of full pay in coordination with workers’ compensation temporary total disability payments.	EE receives up to 60 calendar days of full pay in coordination with workers’ compensation temporary total disability payments.	EE receives up to 60 calendar days of full pay in coordination with workers’ compensation temporary total disability payments.	EE receives up to 60 calendar days of full pay in coordination with workers’ compensation temporary total disability payments.	EE receives up to 60 calendar days of full pay in coordination with workers’ compensation temporary total disability payments.	EE receives up to 60 calendar days of full pay in coordination with workers’ compensation temporary total disability payments.	No enhancements over LC4850 benefits.	No enhancements over LC4850 benefits.

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CITY OF PITTSBURG BENEFIT MATRIX JANUARY 2024

BENEFIT	SR. EXECUTIVE TEAM		MANAGEMENT GROUP		MANAGEMENT/ PROFESSIONAL/ CONFIDENTIAL		MISC “A” (AFSCME)		TEAMSTERS		IBEW		POLICE MGMT GROUP		POLICE OFFICERS’ ASSOC.	
SERVICE ACHIEVEMENT INCENTIVE PLAN	Hrs. added to		Yrs. of Svc.	Hrs Reserve Vac	Hrs. to		Hrs. to Reserve		Hrs. to Reserve		Hrs. to Reserve		Hrs. to Reserve		Yrs. of Svc.	Hrs to Reserv
	Yrs. of Svc.	Reserve Vac Bank			Yrs. of Svc.	Reserve Vac Bank	Yrs. of Svc.	Vac. Bank	Yrs. Of Svc.	Vac. Bank	Yrs. of Svc.	Vac. Bank	Yrs. of Svc.	Vac Bank		
	5	40	5	40	5	40	5	40	5	40	5	40	5	40	5	40
	10	50	10	50	10	50	10	50	10	50	10	50	10	50	10	50
	15	60	15	60	15	60	15	60	15	60	15	60	15	60	15	60
	20	70	20	70	20	70	20	70	20	70	20	70	20	70	20	70
	25	80	25	80	25	80	25	80	25	80	25	80	25	80	25	80
	30	80	30	80	30	80	30	80	30	80	30	80				
	35	80	35	80	35	80	35	80	35	80	35	80				
40	80	40	80	40	80	40	80	40	80	40	80					

TEAMSTERS CERTIFICATION PAY (For Education Incentives/Specialty Pay, please see pages 6-7)

Electrical Technicians & Leads

- 2% for Type 1 EPA certificate
- 3% for Type 2 EPA certificate
- 4% for Type 3 EPA certificate
- 5% for Universal certificate from EPA

Equipment Mechanics and Electrical Technicians & Leads

- 1% for D-1 water distribution certificate
- 2% for D-2 water distribution certificate
- 5% for D-3 water distribution certificate
- 8% for D-4 water distribution certificate

Maintenance Worker I – Facilities & Utilities

- 2% for Class A or B with air brake and tank endorsements (and Electrical Technician Apprentice)
- 2% for D-1 water distribution certificate
- 5% for D-2 water distribution certificate
- 2% for grade 1 collection system maintenance certificate
- 5% for grade 2 collection system maintenance certificate
- 2% for California Boater Safety Card and Marine Radio Operator Permit (FFC Radio Operation) certificate
- 5% for Boats U.S. California On the Water certificate, a Cal Maritime Basic Safety certificate and an Association of Marina Industries and an Association of Marina Industries Marina Electrical certificate.

Maintenance Worker I – Environmental Services

- 2% for Class A or B with air brake and tank endorsements
- 2% for D-1 water distribution certificate
- 2% for grade 1 collection system maintenance certificate
- 5% for grade 2 collection system maintenance certificate
- 5% for D-2 water distribution certificate

Any Teamsters-represented employee

- LIFT-An employee who is certified and authorized by the City Manager or designee to train other City employees on the proper use of a narrow isle forklift, lift truck, and powered pallet jack shall receive two percent (2%) per month
- LOAD- An employee who is certified and authorized by the City Manager designee to train other City employees on the proper use of a front-end loader, skid steer loader and a backhoe shall receive two percent (2%) per month
- TRAINER PAY-Class A/B Trainer shall receive two percent (2%) per month (not subject to incentives cap of 5%).
- UST- An employee who possesses an Underground Storage Tank certificate and/or Pipeline & Hazardous Safety Administration Qualified Evaluator and authorized by the City Manager or designee, to provide, and does so perform, the daily, monthly, and other assigned functions as assigned shall receive two percent (2%) per month

Maintenance Worker II – Facilities & Utilities and Electrical Technician Apprentice

- 2% for D-1 water distribution certificate 5% for D-2 water distribution certificate
- 8% for D-3 water distribution certificate
- 5% for grade 3 collection system maintenance certificate
- 2% for grade 2 collection system maintenance certificate
- 2% for Boats U.S. CA On the Water Certificate, a Cal Maritime Basic Safety and an Assoc. of Marina Industries Marina Electric Certificate

Maintenance Worker II – Environmental Services

- 2% for D-1 water distribution certificate
- 5% for D-2 water distribution certificate
- 2% for grade 2 collection system maintenance certificate
- 5% for grade 3 collection system maintenance certificate

Maintenance Lead Worker – Facilities & Utilities

- 2% for D-2 water distribution certificate
- 5% for D-3 water distribution certificate
- 8% for D-4 water distribution certificate
- 2% for grade 3 collection system maintenance certificate

Maintenance Lead Worker – Environmental Services

- 2% for D-2 water distribution certificate
- 5% for D-3 water distribution certificate
- 2% for grade 3 collection system maintenance certificate

Water Quality Analyst I/II, Water Plant Operator, Grade 3, Water Instrument Maintenance Technician I/II, and Water Maintenance Mechanic I/II

- 2% for D-1 water distribution certificate
- 5% for D-2 water distribution certificate

EE Receives EITHER the certification pay for a single item or the combined pay (to 5% max) for multiple items

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