

**CITY OF RIO VISTA/EMPLOYEE BENEFIT MATRIX**  
**Based on Existing MOU's**

<b>Benefit</b>	<b>Police</b>	<b>Fire</b>	<b>Miscellaneous</b>	<b>Clerical</b>	<b>Unrepresented</b>
<b><i>Bargaining Unit</i></b>	RV Police Officers' Association OE3	RV Professional Firefighters Assoc. IAFF	RV Misc. Employees Org. OE3	RV Clerical & Professional Employees Assoc. OPEIU	RV Unrepresented Mid-Management Employees
<b><i>Salary Increases</i></b>	<i>Police Officer</i> 7-1-03: 2% total; 7-1-04: 4% total; 7-1-05: 5.5% total; 7-1-06: 5% total <i>Sergeant</i> 7-1-03: 2%; 7-1-04: 4.5%; 7-1-05: 5%; 7-1-06: 5.5%	7-1-03: 2%; 7-1-04: 4%; 7-1-05: 5%; 7-1-06: 6%	7-1-03: 3%; 7-1-04: 5%; 7-1-05: 4%; 7-1-06: 4%	7-1-03: 2%; 7-1-04: 5%; 7-1-05: 4%; 7-1-06: 4%; <i>Community Services Officer (CSO)</i> 7-1-03: 2%; 7-1-04: 6%; 7-1-05: 5.5%; 7-1-06: 6%	7-1-03: 2%; 7-1-04: 5.0-6.0%; 7-1-05: 4.0-4.5%; 7-1-06: 4.0-5.0%
<b><i>Longevity Pay</i></b>	<b>Same for all groups</b> 5% after completion of each 10 years of service				
<b><i>Retirement</i></b>	<u>PERS</u> -City pays Employee share; • 2% @50; • Single highest year <u>FICA</u> (Soc Sec)-City pays Employee share 15.3% Current employer rate: 28.945% Current employee rate 9%	<u>PERS</u> -City pays Employee share; • 2% @50; • Single highest year <u>FICA</u> (Soc Sec)-City pays Employee share 15.3% Current employer rate: 28.945% Current employee rate 9%	<u>PERS</u> -City pays Employee share; • 2% @55; • Single Highest Yr. <u>FICA</u> (Soc Sec)-City pays Employee share 15.3% Current employer rate: 14.168% Current employee rate 7%	<u>PERS</u> -City pays Employee share; • 2% @55; • Single Highest Yr. <u>FICA</u> (Soc Sec)-City pays Employee share 15.3% Current employer rate: 14.168% Current employee rate 7%	<u>PERS</u> -City pays Employee share; • 2% @55; • Single Highest Yr. <u>FICA</u> (Soc Sec)-City pays Employee share 15.3% Current employer rate: 14.168% Current employee rate 7%

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<i>Deferred Compensation</i>	Voluntary Contribution – no City match	Voluntary Contribution – no City match	Voluntary Contribution – no City match	Voluntary Contribution – no City match	Voluntary Contribution – no City match																								
<i>Medical Insurance</i>	<p><b>Same for all groups.</b> PERS – choice of five plans. City pays entire monthly premium.</p> <p>Current premiums –</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 20%;">Plan</th> <th style="width: 20%;">Employee only</th> <th style="width: 20%;">Employee plus 1</th> <th style="width: 20%;">Employee plus 2 or more</th> </tr> </thead> <tbody> <tr> <td>Blue Shield</td> <td style="text-align: right;">\$484.21</td> <td style="text-align: right;">\$968.42</td> <td style="text-align: right;">\$1,258.95</td> </tr> <tr> <td>Kaiser</td> <td style="text-align: right;">\$431.17</td> <td style="text-align: right;">\$862.34</td> <td style="text-align: right;">\$1,121.04</td> </tr> <tr> <td>PERS Choice</td> <td style="text-align: right;">\$455.18</td> <td style="text-align: right;">\$910.36</td> <td style="text-align: right;">\$1,183.47</td> </tr> <tr> <td>PERS Care</td> <td style="text-align: right;">\$769.50</td> <td style="text-align: right;">\$1,539.00</td> <td style="text-align: right;">\$2,000.70</td> </tr> <tr> <td>Western Health</td> <td style="text-align: right;">\$395.85</td> <td style="text-align: right;">\$791.70</td> <td style="text-align: right;">\$1,029.21</td> </tr> </tbody> </table>					Plan	Employee only	Employee plus 1	Employee plus 2 or more	Blue Shield	\$484.21	\$968.42	\$1,258.95	Kaiser	\$431.17	\$862.34	\$1,121.04	PERS Choice	\$455.18	\$910.36	\$1,183.47	PERS Care	\$769.50	\$1,539.00	\$2,000.70	Western Health	\$395.85	\$791.70	\$1,029.21
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<i>Dental</i>	<b>Same for all groups.</b> Guardian Dental. City pays full premium of \$50.45 single, \$170.85 family.																												
<i>Vision</i>	<b>Same for all groups.</b> VSP. City pays full premium of \$14.56.																												
<i>Life Insurance</i>	<b>Same for all groups.</b> Standard Life Insurance policy of \$25,000, employee only. City pays full premium of \$21.48.																												
<i>Vacation, Comp, Admin Leave Cash-out</i>	<b>Same for all groups.</b> Employee may cash out 50 hours, twice per year on July 15 and December 1. Must have a 100 hour leave balance.																												
<i>Uniform Allowance</i>	\$850 for uniforms; \$250 for shoes; <b>\$1100 total</b>	\$850 for uniforms and City buys 1 set of boots/year	Up to \$200/yr for shoes	CSO gets \$850 Uniform allowance & \$250 boot allowance per year	N/A																								
<i>Safety</i>	\$500 per year; City provides body	N/A	\$200/yr Mechanic's	N/A	N/A																								

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<i>Equipment</i>	armor		Tools		
<i>Probation</i>	18 months; plus up to 6 months extension	12 months; plus up to 6 months extension	12 months; plus up to 6 months extension	12 months; plus up to 6 months extension	12 months; plus up to 6 months extension
<i>OT Pay / Management Leave</i>	After 84 hr/pay period; includes pd. leave; 2 hr Min for Range practice; 4 hr Min for court; 1 hr Min for callback	After 212 hr/wp, actually worked; 2 hr Min for Callback	After 40 hrs/week, includes sick, bereavement, jury duty or holiday as paid 2 hr Min for Callback	After 40 hrs/week, actual hours worked	60 hr/year of Management Leave
<i>Comp Time (CTO)</i>	Up to 160 hours	Up to 40 hours	Up to 160 hours	Up to 40 hours	N/A
<i>Standby Pay</i>	½ of straight time rate	N/A	\$50 per day	N/A	N/A
<i>Vacation Leave</i>	<p><b>Same for all groups.</b>            0-3 yrs 12 days            4-7 yrs 15 days            8-11 yrs 18 days            12-15 yrs 20 days            16-19 yrs 23 days            20+ yrs 25 days            Employee may accrue up to 2 yrs worth</p>				
<i>Sick Leave</i>	<p><b>Same for all groups.</b> Employee receives 3.69 hours per pay period with unlimited accrual. Upon separation after three years service, employee is paid 50% of accumulated not to exceed more than 60 days</p>				
<i>Holidays</i>	15 Holidays, paid at rate of 4.62 hrs/pp.	15 Holidays, paid at rate of 4.62 hrs/pp.	13 Holidays + 2 Floating	13 Holidays + 2 Floating	13 Holidays + 2 Floating

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<i>Bereavement</i>	Same for all groups. Up to 5 days				
<i>Contract Term</i>	June 30, 2007	June 30, 2007	June 30, 2007	June 30, 2007	June 30, 2007