



**City of Orinda  
Benefits Summary Matrix  
2021**

Benefit	Teamsters, Local No. 856	Unrepresented Employee Group	City Manager - 4/5/2021
<b>Term of Memorandum of Understanding (MOU), Resolution or Contract</b>	Term of MOU: 7/1/2019 - 6/30/2022 3/2/2020 Resolution No. 15-20	Unrepresented Employee Manual last updated 3/16/2021 by Resolution No. 11-21	City Manager Employment Agreement 2/2/2021 Resolution No. 06-21
<b>Scheduled Salary Increases</b>	3% increase effective 3/14/2020; 3% increase effective 7/4/2020; 3% increase effective 7/3/2021	3% increase effective 8/3/2019; 3% increase effective 10/10/2020; 3% increase effective 7/3/2021	Potential for salary increase
<b>Medical Benefits:</b> Provider is CalPERS Health: The City pays up to a 4% increase to Kaiser premium rates each calendar year with any amounts over 4% shared 65% City/35% employee. Refer to MOU or Unrepresented Employee Manual for calculation of contributions.	Effective 1/1/2021 - 12/31/2021 Employee: \$808.60/mo. Employee + 1: \$1,617.19/mo. Employee + 2: \$2,102.35/mo.	Effective 1/1/2021 - 12/31/2021 Employee: \$808.60/mo. Employee + 1: \$1,617.19/mo. Employee + 2: \$2,102.35/mo.	Effective 1/1/2021 - 12/31/2021 Employee: \$808.60/mo. Employee + 1: \$1,617.19/mo. Employee + 2: \$2,102.35/mo.
<b>Medical In-Lieu Payment:</b> For employees who certify they have current medical coverage for them self and all dependents, employee can elect to receive cash in-lieu payment.	\$474.93/mo.	\$474.93/mo.	\$474.93/mo.
<b>Retiree Medical Benefits:</b> Provider is CalPERS Health: Medical coverage may be carried into retirement after 7 years of service & minimum 55 years of age; for Employees hired <i>after</i> March 2020 the requirement is 15 years of service & minimum 65 years of age.	2021 Employer Contribution \$135.85/mo.	2021 Employer Contribution \$135.85/mo.	2021 Employer Contribution \$135.85/mo.
<b>Dental Benefits:</b> Provider is Delta Dental. The City pays the dental premiums.	Effective 1/1/2021 - 12/31/2021 Employee: \$48.21/mo. Employee + 1: \$88.72/mo. Employee + Family: \$117.37/mo.	Effective 1/1/2021 - 12/31/2021 Employee: \$48.21/mo. Employee + 1: \$88.72/mo. Employee + Family: \$117.37/mo.	Effective 1/1/2021 - 12/31/2021 Employee: \$48.21/mo. Employee + 1: \$88.72/mo. Employee + Family: \$117.37/mo.
<b>Vision Benefits:</b> Provider is Vision Service Plan (VSP). The City pays the vision premiums.	Effective 1/1/2021 - 12/31/2021 Employee: \$8.08/mo. Employee + 1: \$13.48/mo. Employee + Family: \$24.17/mo.	Effective 1/1/2021 - 12/31/2021 Employee: \$8.08/mo. Employee + 1: \$13.48/mo. Employee + Family: \$24.17/mo.	Effective 1/1/2021 - 12/31/2021 Employee: \$8.08/mo. Employee + 1: \$13.48/mo. Employee + Family: \$24.17/mo.

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<b>Retirement Benefits:</b> Provider is ICMA-RC. <i>CalPERS retirement benefits are not provided.</i> Please note that 401(a) contributions by the City are fully vested after 3 years of service.	401(a) defined contribution plan. Employer contributes 13% of base monthly salary.	401(a) defined contribution plan. Employer contributes 13% of base monthly salary, plus Employer will match up to 3% of Employee contribution.	401(a) defined contribution plan. Employer contributes 13% of base monthly salary, plus Employer will match up to 3% of Employee contribution.
<b>Deferred Compensation:</b> Provider is ICMA-RC.	457 Deferred Compensation Plan. Employer will match up to 3% of Employee contribution.	457 Deferred Compensation Plan. Employee voluntary contribution with no Employer match.	457 Plan. Employee voluntary contribution with no Employer match.
<b>Social Security</b>	City does not participate	City does not participate	City does not participate
<b>Medicare</b>	Employer and Employee pay 1.45% of salary.	Employer and Employee pay 1.45% of salary.	Employer and Employee pay 1.45% of salary.
<b>Life Insurance &amp; Accidental Death &amp; Dismemberment:</b> Provider is Voya Financial.	1X annual salary	1x annual salary (up to \$150,000 Max)	1X annual salary (up to \$150,000 Max)
<b>Long Term Disability:</b> Provider is Voya Financial.	Employer Paid	Employer Paid	Employer Paid
<b>State Disability Insurance (SDI):</b> Provider is the State of California Employment Development Department	Employee Paid	Employee Paid	Employee Paid
<b>Flexible Benefits Plan:</b> (Cafeteria plan pursuant to Section 125). Provider is Basic Pacific. This plan offers Dependent Care Assistance (DCAP) and Unreimbursed Medical Expense accounts.	DCAP: \$5,000 annual maximum Unreimbursed Medical: \$2,650 annual maximum	DCAP: \$5,000 annual maximum Unreimbursed Medical: \$2,650 annual maximum	DCAP: \$5,000 annual maximum Unreimbursed Medical: \$2,650 annual maximum
<b>General Leave:</b> Annual General Leave Accrual is according to years of service.	19 days during 1st year 20 days during 2nd year 21 days during 3rd year 22 days during 4th year 23 days during 5th year 24 days during 6th year 25 days after 7 or more years	19 days during 1st year 20 days during 2nd year 21 days during 3rd year 22 days during 4th year 23 days during 5th year 24 days during 6th year 25 days after 7 or more years	25 days
<b>Administrative Leave:</b> Leave granted to FLSA exempt personnel, based on level of position.	None	<b>Directors:</b> 80 hours per fiscal year (no carry-over) <b>Mid-Managers:</b> 60 hours per fiscal year (no carry over). City Manager can approve up to 20 additional hours.	80 hours per fiscal year (no carry over)
<b>Bereavement Leave:</b> In case of a death in an employee's immediate family.	3 days of paid leave	3 days of paid leave	3 days of paid leave
<b>Holidays and Holiday Pay</b>	10.5 holidays <i>plus</i> 2 floating holidays	10.5 holidays <i>plus</i> 2 floating holidays	10.5 holidays <i>plus</i> 2 floating holidays

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<b>CA Parent Leave Act</b>	Up to 12 weeks off for New Baby Bonding. Employer pays full health insurance during time off. See Human Resources for requirements.	Up to 12 weeks off for New Baby Bonding. Employer pays full health insurance during time off. See Human Resources for requirements.	Up to 12 weeks off for New Baby Bonding. Employer pays full health insurance during time off. See Human Resources for requirements.
<b>Uniform Allowance &amp; Boots:</b> See MOU for applicable classifications.	<b>Uniforms:</b> as deemed appropriate. <b>Boots:</b> Up to \$200/once every year <i>OR</i> every other year depending upon job classification.	Not applicable	Not applicable
<b>Standby Pay</b>	\$43.00 per day scheduled <i>OR</i> \$100.00 per day unscheduled	Not applicable	Not applicable
<b>Call Out Pay</b>	1 1/2 times hourly rate with 2 hour minimum pay	Not applicable	Not applicable
<b>Professional Growth</b>	\$1,200/fiscal year	\$1,200/fiscal year	As deemed necessary
<b>Acting Pay / Working in Higher Classification</b>	At least 5% increase	At least 5% increase	Not applicable
<b>Recreation Classes:</b> Classes are partially subsidized.	Employee pays 50% of resident fee	Employee pays 50% of resident fee	Employee pays 50% of resident fee
<b>Vehicle Allowance</b>	Current IRS standard mileage reimbursement rates apply	Current IRS standard mileage reimbursement rates apply	\$500/mo (Vehicle/Technology/Phone)

**Notes:**

Rates and coverage are calculated based on regular, full-time employees.  
Full-time employees are classified as working 40 hours per week.  
Part-time employees receive pro-rated benefits.