



City of Orinda
Benefits Summary Matrix
1/1/2023

| Benefit | General Employees (represented by Teamsters, Local 856) | Managers and Mid-Managers (Unrepresented Employee Group) | City Manager |
|---|---|---|---|
| Term of Memorandum of Understanding (MOU), Resolution or Contract | Term of MOU: 7/1/2022 - 6/30/2025 7/5/22 Resolution No. 33-22 | Unrepresented Employee Manual last updated 7/5/22 by Resolution No. 34-22 | City Manager Employment Agreement 2/2/2021 Resolution No. 06-21 effective 4/5/2021; First Amendment effective 1/3/2022; Second Amendment effective 11/7/2023. |
| Scheduled Salary Increases | 7/1/23 4% COLA 7/13/2024 3% COLA | 7/1/23 4% COLA 7/13/2024 3% COLA | Not applicable |
| Performance Based Salary Advancement | Based on a performance evaluation and associated rating, employees shall advance 0 through 3 steps within the established salary range. | Based on a performance evaluation and associated rating, employees shall advance 0 through 3 steps within the established salary range. See Article 2.6 for additional opportunity. | Potential for salary increase |
| Medical Benefits: Provider is CalPERS Health. Monthly Amount Paid by City is shown. | Effective 1/1/2023 - 12/31/2023 Employee: \$897.06/mo. Employee + 1: \$1,794.10/mo. Employee + 2: \$2,332.33/mo. | Effective 1/1/2023 - 12/31/2023 Employee: \$897.06/mo. Employee + 1: \$1,794.10/mo. Employee + 2: \$2,332.33/mo. | Effective 1/1/2023 - 12/31/2023 Employee: \$897.06/mo. Employee + 1: \$1,794.10/mo. Employee + 2: \$2,332.33/mo. |
| Medical In-Lieu Payment: 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. |
| Dental Benefits: Provider is Delta Dental. The City pays the dental premiums. | Effective 1/1/2023- 12/31/2023 Employee: \$45.90/mo. Employee + 1: \$84.38/mo. Employee + Family: \$111.60/mo. | Effective 1/1/2023- 12/31/2023 Employee: \$45.90/mo. Employee + 1: \$84.38/mo. Employee + Family: \$111.60/mo. | Effective 1/1/2023- 12/31/2023 Employee: \$45.90/mo. Employee + 1: \$84.38/mo. Employee + Family: \$111.60/mo. |
| Vision Benefits: Provider is Vision Service Plan (VSP). The City pays the vision premiums. | Effective 1/1/2021 - 12/31/2021 Employee: \$8.00/mo. Employee + 1: \$13.34/mo. Employee + Family: \$23.93/mo. | Effective 1/1/2021 - 12/31/2021 Employee: \$8.00/mo. Employee + 1: \$13.34/mo. Employee + Family: \$23.93/mo. | Effective 1/1/2021 - 12/31/2021 Employee: \$8.00/mo. Employee + 1: \$13.34/mo. Employee + Family: \$23.93/mo. |
| Retirement Benefits: Provider is MissionSquare Retirement (formerly called 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. |

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|--|---|---|--|
| Deferred Compensation: Provider is MissionSquare Retirement | 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. |
| Social Security | City does not participate | City does not participate | City does not participate |
| Medicare | Employer and Employee pay 1.45% of salary. | Employer and Employee pay 1.45% of salary. | Employer and Employee pay 1.45% of salary. |
| Retiree Medical Benefits: 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. | 2023 Employer Contribution \$151.00/mo. | 2023 Employer Contribution \$151.00/mo. | 2023 Employer Contribution \$151.00/mo. |
| Life Insurance & Accidental Death & Dismemberment: Provider is Voya Financial. | 1x annual salary (up to \$150,000 Max) | 1x annual salary (up to \$150,000 Max) | 1X annual salary (up to \$150,000 Max) |
| Long Term Disability: Provider is Voya Financial. | Employer Paid | Employer Paid | Employer Paid |
| State Disability Insurance (SDI): Provider is the State of California Employment Development Department | Employee Paid | Employee Paid | Employee Paid |
| Flexible Benefits Plan: 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: \$2,850 annual maximum | DCAP: \$5,000 annual maximum Unreimbursed Medical: \$2,850 annual maximum | DCAP: \$5,000 annual maximum Unreimbursed Medical: \$2,850 annual maximum |
| Pre-Tax Transit Plan: Provider is Basic Pacific. Employees may elect to participate in a Section 132 qualified transportation reimbursement plan. This benefit plan allows you to use pretax dollars to pay for qualified parking and commuter expenses. | IRS Pretax Cap: \$280 per month | IRS Pretax Cap: \$280 per month | IRS Pretax Cap: \$280 per month |
| General Leave: 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 |
| Administrative Leave: Leave granted to FLSA exempt personnel, based on level of position. | None | Directors: 80 hours per fiscal year (no carry-over) Mid-Managers: 60 hours per fiscal year (no carry over). City Manager can approve up to 20 additional hours. | 120 hours per fiscal year (no carry over) |
| Bereavement Leave: In case of a death in an employee's immediate family. | Up to 3 days of paid leave | Up to 3 days of paid leave | Up to 3 days of paid leave |

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|--|--|--|---|
| Work Schedule and Telework | Employees work a 9/80 Work Schedule with City Hall closed every other Friday; when approved by the City Manager some employees may Telework one pre-designated day during the two-week pay period. See Human Resources for requirements. | Employees work a 9/80 Work Schedule with City Hall closed every other Friday; when approved by the City Manager some employees may Telework one pre-designated day during the two-week pay period. See Human Resources for requirements. | Employees work a 9/80 Work Schedule with City Hall closed every other Friday. |
| Holidays and Holiday Pay | 12 paid holidays <i>plus</i> 2 (16 hours) floating holidays | 12 paid holidays <i>plus</i> 2 (16 hours) floating holidays | 12 paid holidays <i>plus</i> 2 (16 hours) floating holidays |
| End of Year Office Closure | City offices close between Christmas and New Year's holidays. See MOU for details. | City offices close between Christmas and New Year's holidays. See Unrepresented Manual for details. | City offices close between Christmas and New Year's holidays. |
| CA Parent Leave Act | 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. |
| Uniforms & Safety Boot Allowance: See MOU or Unrepresented Manual for applicable classifications. | Uniforms: as deemed appropriate. Boots: Up to \$250/once every year <i>OR</i> every other year depending upon job classification. | Uniforms: as deemed appropriate. Boots: Up to \$250/once every year <i>OR</i> every other year depending upon job classification. | Not applicable |
| Standby Duty | \$58.00 per day scheduled <i>OR</i> \$100.00 per day unscheduled | Not applicable | Not applicable |
| Call Out Pay | 1 1/2 times hourly rate with 3 hour minimum pay | Not applicable | Not applicable |
| Professional Growth | \$1,200/fiscal year | \$1,200/fiscal year | As deemed necessary |
| Acting Pay / Working in Higher Classification | At least 5% increase | At least 5% increase | Not applicable |
| Recreation Classes: Classes are partially subsidized. | Employee pays 50% of resident fee for themselves or their dependents aged 18 and under | Employee pays 50% of resident fee for themselves or their dependents aged 18 and under | Employee pays 50% of resident fee for themselves or their dependents aged 18 and under |
| Vehicle Allowance | 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.