

CITY OF LIVERMORE - BENEFITS SUMMARY

UPDATED: 01/01/2024

BENEFIT	CONFIDENTIAL UNREPRESENTED	EXECUTIVE MANAGEMENT UNREPRESENTED	ASSOCIATION OF LIVERMORE EMPLOYEES	MANAGEMENT GROUP	POLICE OFFICERS ASSOCIATION (Officers & Sergeants)	POLICE MANAGEMENT ASSOCIATION (Lieutenants & Captains)
MOU TERM	N/A	N/A	10/01/2021-09/30/2025	07/01/2021-06/30/2025	05/01/2021 – 04/30/2025	07/01/2021-06/30/2025
SCHEDULED INCREASES	<u>COLA</u> 7/5/2021 2.0% 7/4/2022 3.5% 7/3/2023 2.5% 7/1/2024 2.0% <u>Increase for Rising Medical</u> 7/5/2021 0.5% 7/4/2022 0.5% 7/3/2023 0.5% 7/1/2024 0.5%	11/20/2023 3% <u>Police Chief Increases</u> 07/03/2023 3.0% 01/01/2024 5.0%	<u>COLA</u> 10/11/21 2.0% 10/10/22 3.5% 10/09/23 2.5% 10/07/24 2.0% <u>Increase for Rising Medical</u> 10/11/21 \$725.40/year 10/10/22 \$754.56/year 10/09/23 \$777.36/year 10/07/24 \$796.80/year	<u>COLA</u> 7/5/2021 2.0% 7/4/2022 3.5% 7/3/2023 2.5% 7/1/2024 2.0% <u>Increase for Rising Medical</u> 7/5/2021 0.5% 7/4/2022 0.5% 7/3/2023 0.5% 7/1/2024 0.5%	<u>COLA:</u> 5/10/21 2.0% 5/09/22 2.5% 5/08/23 2.5% 5/06/24 3.0% <u>Equity Wage Adjustments:</u> 5/09/22 0.5% 5/08/23 0.5% 1/01/24 5.0% 5/09/24 0.5% <u>Increase for Rising Medical</u> 5/10/21 0.5% 5/09/22 0.5% 5/08/23 0.5% 5/06/24 0.5% <u>Market Wage Adjustment:</u> 1/1/2024 5.0%	<u>COLA</u> 7/5/2021 2.0% 7/4/2022 3.5% 7/3/2023 2.5% 7/1/2024 2.0% <u>Increase for Rising Medical</u> 7/5/2021 0.5% 7/4/2022 0.5% 7/3/2023 0.5% 7/1/2024 0.5% <u>Market Equity Adjustments:</u> 7/5/2021 2.0% Captain 1.0% Lieutenant 7/4/2022 0.5% 1/1/2024 5.0% <u>Admin Leave Adj for Captain:</u> 7/5/21 1.0% Elimination of Police Management Premium Pay: 7/5/21 3.5%
MEDICARE	EE paid 1.45%	EE paid 1.45%	EE paid 1.45%	EE paid 1.45%	EE paid 1.45%	EE paid 1.45%
Hired after 3/31/86	ER paid 1.45%	ER paid 1.45%	ER paid 1.45%	ER paid 1.45%	ER paid 1.45%	ER paid 1.45%
CAFETERIA PLAN (MEDICAL, DENTAL, VISION)	<u>Cafeteria Plan</u> ER max = \$1,950/month Towards medical, dental, vision. Unused balance paid to employee as taxable income.	<u>Cafeteria Plan</u> ER max = \$1,950/month Towards medical, dental, vision. Unused balance paid to employee as taxable income.	<u>Cafeteria Plan</u> ER max = \$1,950/month Towards medical, dental, vision. Unused balance paid to employee as taxable income.	<u>Cafeteria Plan</u> ER max = \$1,950/month Towards medical, dental, vision. Unused balance paid to employee as taxable income.	<u>Cafeteria Plan</u> ER max = \$1,950/month Towards medical, dental, vision. Unused balance paid to employee as taxable income.	<u>Cafeteria Plan</u> ER max = \$1,950/month Towards medical, dental, vision. Unused balance paid to employee as taxable income.

ER = Employer EE =Employee FT = Full-Time PT = Part-Time - 26 pay periods

*The information contained in this document is a summary of benefits provided to City of Livermore employees. For specific information, please refer to the applicable bargaining unit agreement or contact the Human Resources Division. Any errors or omissions do not constitute either an expressed or implied contract.

CITY OF LIVERMORE - BENEFITS SUMMARY

UPDATED: 01/01/2024

BENEFIT	CONFIDENTIAL UNREPRESENTED	EXECUTIVE MANAGEMENT UNREPRESENTED	ASSOCIATION OF LIVERMORE EMPLOYEES	MANAGEMENT GROUP	POLICE OFFICERS ASSOCIATION (Officers & Sergeants)	POLICE MANAGEMENT ASSOCIATION (Lieutenants & Captains)
<p>PERS 2023/2024 City Paid Employer Rates (Includes Unfunded Liability)</p> <p><u>1st Tier</u> Misc: 33.81% Safety: 57.15%</p> <p><u>2nd Tier</u> Misc: 33.81% Safety: 22.83%</p> <p><u>PEPRA Tier</u> Misc: 33.81% Safety: 13.54%</p>	<p><u>1st Tier - 2.7%@55</u> (EEs hired prior to 12/30/12) ▪ EE Paid Member Rate = 8% ▪ 1 yr. Final Comp</p> <p>New employees are enrolled in the 2%@60 formula or 2%@62 formula, depending on eligibility, as per AB 340.</p> <p><u>Effective 12/30/12</u> <u>2nd Tier - 2%@60</u> (Classic PERS Misc Member) ▪ EE Paid Member Rate = 7% ▪ 36 consec. mo. Final Comp</p> <p><u>Effective 1/1/13</u> <u>PEPRA Tier - 2%@62</u> (New PERS Misc Member) ▪ EE Paid Mmbr Rate= 6.75% ▪ 36 consec. mo. Final Comp</p> <p><u>Benefits of All Tiers</u> ▪ Sick Leave Credit ▪ 4th Level 59 Survivor Ben. ▪ Military Service Credit.</p>	<p><u>1st Tier - 2.7%@55</u> (EEs hired prior to 12/30/12) ▪ EE Paid Member Rate= 8% ▪ 1 yr. Final Comp</p> <p>New employees are enrolled in the 2%@60 formula or 2%@62 formula, depending on eligibility, as per AB 340.</p> <p><u>Effective 12/30/12</u> <u>2nd Tier - 2%@60</u> (Classic PERS Misc Member) ▪ EE Paid Member Rate = 7% ▪ 36 consec. mo. Final Comp</p> <p><u>Effective 1/1/13</u> <u>PEPRA Tier - 2%@62</u> (New PERS Misc Member) ▪ EE Paid Mmbr Rate=6.75% ▪ 36 consec. mo. Final Comp</p> <p><u>Benefits of All Tiers</u> ▪ Sick Leave Credit ▪ 4th Level 59 Survivor Ben. ▪ Military Service Credit</p> <p>Police Chief - Same as Police Officers Association and Police Management Association</p>	<p><u>1st Tier - 2.7%@55</u> (EEs hired prior to 12/30/12) ▪ EE Paid Member Rate= 8% ▪ 1 yr. Final Comp</p> <p>New employees are enrolled in the 2%@60 formula or 2%@62 formula, depending on eligibility, as per AB 340.</p> <p><u>Effective 12/30/12</u> <u>2nd Tier - 2%@60</u> (Classic PERS Misc Member) ▪ EE Paid Member Rate = 7% ▪ 36 consec. mo. Final Comp</p> <p><u>Effective 1/1/13</u> <u>PEPRA Tier - 2%@62</u> (New PERS Misc Member) ▪ EE Paid Mmbr Rate=6.75% ▪ 36 consec. mo. Final Comp</p> <p><u>Benefits of All Tiers</u> ▪ Sick Leave Credit ▪ 4th Level 59 Survivor Ben. ▪ Military Service Credit</p>	<p><u>1st Tier - 2.7%@55</u> (EEs hired prior to 12/30/12) ▪ EE Paid Member Rate = 8% ▪ 1 yr. Final Comp</p> <p>New employees are enrolled in the 2%@60 formula or 2%@62 formula, depending on eligibility, as per AB 340.</p> <p><u>Effective 12/30/12</u> <u>2nd Tier - 2%@60</u> (Classic PERS Misc Member) ▪ EE Paid Member Rate = 7% ▪ 36 consec. mo. Final Comp</p> <p><u>Effective 1/1/13</u> <u>PEPRA Tier - 2%@62</u> (New PERS Misc Member) ▪ EE Paid Mmbr Rate = 6.75% ▪ 36 consec. mo. Final Comp</p> <p><u>Benefits of All Tiers</u> ▪ Sick Leave Credit ▪ 4th Level 59 Survivor Ben. ▪ Military Service Credit</p>	<p><u>1st Tier - 3%@50</u> (EEs hired prior to 12/30/12) ▪ EE Paid Mmbr Rate=9% ▪ 1 yr. Final Comp</p> <p>New employees are enrolled in the 3%@55 formula or 2.7%@57 formula, depending on eligibility, as per AB 340.</p> <p><u>Effective 12/30/12</u> <u>2nd Tier - 3%@55</u> (Classic PERS Safety Member) ▪ EE Paid Mmbr Rate= 9% ▪ 36 consec. mo. Final Comp</p> <p><u>Effective 1/1/13</u> <u>PEPRA Tier - 2.7%@57</u> (New PERS Safety Member) ▪ EE Paid Mbr Rate=13.0% ▪ 36 consecutive months Final Comp</p> <p><u>Benefits of All Tiers</u> ▪ Sick Leave Credit ▪ 4th Level 59 Survivor Ben. ▪ Military Service Credit</p>	<p><u>1st Tier - 3%@50</u> (EEs hired prior to 12/30/12) ▪ EE Paid Member Rate = 9% ▪ 1 yr. Final Comp</p> <p>New employees EEs are enrolled in the 3%@55 formula or 2.7%@57 formula, depending on eligibility, as per AB 340.</p> <p><u>Effective 12/30/12</u> <u>2nd Tier - 3%@55</u> (Classic PERS Safety Member) ▪ EE Paid Member Rate = 9% ▪ 36 consecutive months Final Comp</p> <p><u>Effective 1/1/13</u> <u>PEPRA Tier - 2.7%@57</u> (New PERS Safety Member) ▪ EE Paid Mmbr Rate= 13.0% ▪ 36 consec. mo. Final Comp</p> <p><u>Benefits of All Tiers</u> ▪ Sick Leave Credit ▪ 4th Level 59 Survivor Ben. ▪ Military Service Credit</p>
<p>LIFE & AD&D ER paid per month: \$.176 per \$1,000 \$.240 dependents Voluntary EE paid adtl life: \$9.25/mo</p>	<p>\$150,000 EE coverage & \$1,000 dependent coverage</p> <p>EE option to purchase \$25,000 add life & supp life to \$500,000</p>	<p>\$175,000 EE coverage & \$1,000 dependent coverage</p> <p>EE option to purchase \$25,000 add life & supp life to \$500,000</p>	<p>FT - \$60,000 EE coverage PT - \$30,000 EE coverage \$1,000 dependent coverage</p> <p>EE option to purchase \$25,000 add life & supp life to \$500,000</p>	<p>\$150,000 EE coverage & \$1,000 dependent coverage</p> <p>EE option to purchase \$25,000 add life & supp life to \$500,000</p>	<p>\$80,000 EE coverage & \$1,000 dependent coverage</p> <p>EE option to purchase \$25,000 add life & supp life to \$500,000</p>	<p>\$100,000 EE coverage & \$1,000 dependent coverage</p> <p>EE option to purchase \$25,000 add life & supp life to \$500,000</p>
<p>LTD Cost per month: Police - \$29.70 ALE \$.294/100 Mgmt \$.294/100 (max. \$29.40/mo.)</p>	<p>60% of base monthly earnings to \$6,000/mo. max. ER paid</p> <p>180 day waiting period</p>	<p>60% of base monthly earnings to \$6,000/mo. max. ER paid</p> <p>180 day waiting period</p>	<p>60% of base monthly earnings to \$5,000/mo. max. ER paid</p> <p>180 day waiting period</p>	<p>60% of base monthly earnings to \$6,000/mo. max. ER paid</p> <p>180 day waiting period</p>	<p>66 2/3% of base monthly earnings to \$7,000/mo. max. ER paid - \$29.70/month (Amt. added to base pay and EE pays deduction); 30 day waiting period (60 if WC)</p>	<p>60% of base monthly earnings to \$6,000/mo. max. ER paid</p> <p>180 day waiting period</p>
<p>LONG TERM CARE INSURANCE</p>	<p>Long Term Care Facility and 100% Home Care to \$8,000/month with 90-day</p>	<p>Long Term Care Facility and 100% Home Care to \$3,000/month with 90-day</p>		<p>Long Term Care Facility and 100% Home Care to \$8,000/month with 90-day</p>		

ER = Employer EE =Employee FT = Full-Time PT = Part-Time - 26 pay periods

*The information contained in this document is a summary of benefits provided to City of Livermore employees. For specific information, please refer to the applicable bargaining unit agreement or contact the Human Resources Division. Any errors or omissions do not constitute either an expressed or implied contract.

CITY OF LIVERMORE - BENEFITS SUMMARY

UPDATED: 01/01/2024

BENEFIT	CONFIDENTIAL UNREPRESENTED	EXECUTIVE MANAGEMENT UNREPRESENTED	ASSOCIATION OF LIVERMORE EMPLOYEES	MANAGEMENT GROUP	POLICE OFFICERS ASSOCIATION (Officers & Sergeants)	POLICE MANAGEMENT ASSOCIATION (Lieutenants & Captains)																																																								
	elimination period; 6 year duration (optional – EE paid)	elimination period; 6 year duration (city paid) EE can pay for increased benefit		elimination period; 6 year duration (optional – EE paid)																																																										
RETIREMENT HEALTH SAVINGS (RHS)	EEs hired on or after 2/1/06 shall be enrolled in the RHS w/City contribution of 4% of base pay.	EEs hired after 8/1/14 shall be enrolled in the RHS w/City contribution of 4% of base pay.	EEs hired on or after 4/1/07 shall be enrolled in the RHS w/City contribution of 4% of base pay.	EEs hired on or after 2/1/06 shall be enrolled in the RHS w/City contribution of 4% of base pay.	EEs hired on or after 2/1/07 shall be enrolled in the RHS w/City contribution of 5% of base pay and a mandatory EE pre-tax contribution of 1% of base pay. All members shall have a mandatory EE pre-tax contribution of 1% base pay.	EEs hired on or after 11/1/12 shall be enrolled in the RHS w/City contribution of 5% of base pay. An EE promoted into this bargaining unit who was already receiving the RHS shall continue with RHS.																																																								
RETIREE HEALTH REIMBURSEMENT	<p>EE's hired prior to 2/1/06, who retires from CalPERS w/in 120 days of last day w/City, has 5 yrs FT service w/City and at least 10 yrs CalPERS service or reciprocal agency is eligible for percent of reimbursement of \$1950 per month based on CalPERS yrs.</p> <table border="1"> <thead> <tr> <th>Yrs in CalPERS</th> <th>Reimbursement</th> </tr> </thead> <tbody> <tr> <td>10</td> <td>75%</td> </tr> <tr> <td>15</td> <td>80%</td> </tr> <tr> <td>20</td> <td>90%</td> </tr> <tr> <td>25+</td> <td>100%</td> </tr> </tbody> </table> <p>Reimbursement of actual cost of monthly premium not to exceed max benefit of \$1,950 for 2024.</p>	Yrs in CalPERS	Reimbursement	10	75%	15	80%	20	90%	25+	100%	<p>EE's hired prior to 8/1/14, who retires with CalPERS w/in 120 days of last day w/City, has 5 yrs FT service w/City and at least 10 yrs CalPERS service or reciprocal agency is eligible for percent of reimbursement of \$1950 per month minus dental based on CalPERS yrs.</p> <table border="1"> <thead> <tr> <th>Yrs in CalPERS</th> <th>Reimbursement</th> </tr> </thead> <tbody> <tr> <td>10</td> <td>75%</td> </tr> <tr> <td>15</td> <td>80%</td> </tr> <tr> <td>20</td> <td>90%</td> </tr> <tr> <td>25+</td> <td>100%</td> </tr> </tbody> </table> <p>Reimbursement of actual cost of monthly premium not to exceed max benefit of \$1,866.40 for 2024. EE's promoted into the Executive Management unit after 8/1/14 who are currently participating in the retirement reimbursement health benefit will be eligible to continue participation.</p>	Yrs in CalPERS	Reimbursement	10	75%	15	80%	20	90%	25+	100%	<p>EEs hired prior to 4/1/07, who retires from CalPERS w/in 120 days of last day w/City, has 5 yrs FT service w/City and a total of 10 yrs CalPERS service or reciprocal agency is eligible for percent of reimbursement of \$1950 per month based on CalPERS yrs.</p> <table border="1"> <thead> <tr> <th>Yrs in CalPERS</th> <th>Reimbursement</th> </tr> </thead> <tbody> <tr> <td>10</td> <td>70%</td> </tr> <tr> <td>15</td> <td>80%</td> </tr> <tr> <td>20</td> <td>90%</td> </tr> <tr> <td>25+</td> <td>100%</td> </tr> </tbody> </table> <p>Reimbursement of actual cost of monthly premium not to exceed max benefit of \$1,950 for 2024.</p>	Yrs in CalPERS	Reimbursement	10	70%	15	80%	20	90%	25+	100%	<p>EE's hired prior to 2/1/06, who retires from CalPERS w/in 120 days of last day w/City, has 5 yrs FT service w/City and at least 10 yrs CalPERS service or reciprocal agency is eligible for percent of reimbursement of \$1950 per month based on CalPERS yrs.</p> <table border="1"> <thead> <tr> <th>Yrs in CalPERS</th> <th>Reimbursement</th> </tr> </thead> <tbody> <tr> <td>10</td> <td>75%</td> </tr> <tr> <td>15</td> <td>80%</td> </tr> <tr> <td>20</td> <td>90%</td> </tr> <tr> <td>25+</td> <td>100%</td> </tr> </tbody> </table> <p>Reimbursement of actual cost of monthly premium not to exceed max benefit of \$1,950 for 2024.</p>	Yrs in CalPERS	Reimbursement	10	75%	15	80%	20	90%	25+	100%	<p>EEs hired prior to 2/1/07, who retires from CalPERS w/in 120 days of last day w/City and has 5 yrs FT service w/City and at least 15 yrs CalPERS service or reciprocal agency is eligible for percent of reimbursement of \$1950 per month minus dental based on CalPERS yrs.</p> <table border="1"> <thead> <tr> <th>Yrs in CalPERS</th> <th>Reimbursement</th> </tr> </thead> <tbody> <tr> <td>15</td> <td>75%</td> </tr> <tr> <td>20</td> <td>85%</td> </tr> <tr> <td>25+</td> <td>100%</td> </tr> </tbody> </table> <p>Reimbursement of actual cost of monthly premium not to exceed max benefit of \$1,866.40 for 2024.</p>	Yrs in CalPERS	Reimbursement	15	75%	20	85%	25+	100%	<p>EEs hired prior to 9/1/04, who retires from CalPERS w/in 120 days of last day w/City and has 5 yrs FT service w/City and at least 15 yrs in CalPERS service or reciprocal agency is eligible for percent of reimbursement of \$1950 per month minus dental based on CalPERS yrs.</p> <table border="1"> <thead> <tr> <th>Yrs in CalPERS</th> <th>Reimbursement</th> </tr> </thead> <tbody> <tr> <td>15</td> <td>75%</td> </tr> <tr> <td>20</td> <td>85%</td> </tr> <tr> <td>25+</td> <td>100%</td> </tr> </tbody> </table> <p>Reimbursement of actual cost of monthly premium not to exceed max benefit of \$1,866.40 for 2024.</p>	Yrs in CalPERS	Reimbursement	15	75%	20	85%	25+	100%
Yrs in CalPERS	Reimbursement																																																													
10	75%																																																													
15	80%																																																													
20	90%																																																													
25+	100%																																																													
Yrs in CalPERS	Reimbursement																																																													
10	75%																																																													
15	80%																																																													
20	90%																																																													
25+	100%																																																													
Yrs in CalPERS	Reimbursement																																																													
10	70%																																																													
15	80%																																																													
20	90%																																																													
25+	100%																																																													
Yrs in CalPERS	Reimbursement																																																													
10	75%																																																													
15	80%																																																													
20	90%																																																													
25+	100%																																																													
Yrs in CalPERS	Reimbursement																																																													
15	75%																																																													
20	85%																																																													
25+	100%																																																													
Yrs in CalPERS	Reimbursement																																																													
15	75%																																																													
20	85%																																																													
25+	100%																																																													

CITY OF LIVERMORE - BENEFITS SUMMARY

UPDATED: 01/01/2024

BENEFIT	CONFIDENTIAL UNREPRESENTED	EXECUTIVE MANAGEMENT UNREPRESENTED	ASSOCIATION OF LIVERMORE EMPLOYEES	MANAGEMENT GROUP	POLICE OFFICERS ASSOCIATION (Officers & Sergeants)	POLICE MANAGEMENT ASSOCIATION (Lieutenants & Captains)																																																																																		
VACATION ACCRUAL & CAP For eligible full-time EE. Prorated for half-time and three-quarter time employees.	<table border="1"> <thead> <tr> <th>Yrs of service</th> <th>Accrual per year</th> </tr> </thead> <tbody> <tr><td>1</td><td>80.6 hrs</td></tr> <tr><td>2-5</td><td>120.12 hrs</td></tr> <tr><td>6-10</td><td>135.98 hrs</td></tr> <tr><td>11-15</td><td>160.94 hrs</td></tr> <tr><td>16-19</td><td>180.18 hrs</td></tr> <tr><td>20+</td><td>192.4 hrs</td></tr> </tbody> </table> <p>Max accrual: 375 hours</p>	Yrs of service	Accrual per year	1	80.6 hrs	2-5	120.12 hrs	6-10	135.98 hrs	11-15	160.94 hrs	16-19	180.18 hrs	20+	192.4 hrs	<table border="1"> <thead> <tr> <th>Yrs of Service</th> <th>Accrual per year</th> </tr> </thead> <tbody> <tr><td>1</td><td>80.6 hrs</td></tr> <tr><td>2-5</td><td>120.12 hrs</td></tr> <tr><td>6-10</td><td>135.98 hrs</td></tr> <tr><td>11-15</td><td>160.94 hrs</td></tr> <tr><td>16-19</td><td>180.18 hrs</td></tr> <tr><td>20+</td><td>192.4 hrs</td></tr> </tbody> </table> <p>Max accrual: 400 hours</p>	Yrs of Service	Accrual per year	1	80.6 hrs	2-5	120.12 hrs	6-10	135.98 hrs	11-15	160.94 hrs	16-19	180.18 hrs	20+	192.4 hrs	<table border="1"> <thead> <tr> <th>Yrs of service</th> <th>Accrual per year</th> </tr> </thead> <tbody> <tr><td>1</td><td>80.6 hrs</td></tr> <tr><td>2-5</td><td>120.12 hrs</td></tr> <tr><td>6-10</td><td>135.98 hrs</td></tr> <tr><td>11-15</td><td>160.94 hrs</td></tr> <tr><td>16-19</td><td>180.18 hrs</td></tr> <tr><td>20+</td><td>192.4 hrs</td></tr> </tbody> </table> <p>Max accrual: 340 hours</p>	Yrs of service	Accrual per year	1	80.6 hrs	2-5	120.12 hrs	6-10	135.98 hrs	11-15	160.94 hrs	16-19	180.18 hrs	20+	192.4 hrs	<table border="1"> <thead> <tr> <th>Yrs of service</th> <th>Accrual per year</th> </tr> </thead> <tbody> <tr><td>1</td><td>80.6 hrs</td></tr> <tr><td>2-5</td><td>120.12 hrs</td></tr> <tr><td>6-10</td><td>135.98 hrs</td></tr> <tr><td>11-15</td><td>160.94 hrs</td></tr> <tr><td>16-19</td><td>180.18 hrs</td></tr> <tr><td>20+</td><td>192.4 hrs</td></tr> </tbody> </table> <p>Max accrual: 375 hours</p>	Yrs of service	Accrual per year	1	80.6 hrs	2-5	120.12 hrs	6-10	135.98 hrs	11-15	160.94 hrs	16-19	180.18 hrs	20+	192.4 hrs	<table border="1"> <thead> <tr> <th>Yrs of service</th> <th>Accrual per year</th> </tr> </thead> <tbody> <tr><td>1-4</td><td>102.96 hrs.</td></tr> <tr><td>5-11</td><td>137.28 hrs</td></tr> <tr><td>12-14</td><td>171.60 hrs</td></tr> <tr><td>15-16</td><td>188.50 hrs</td></tr> <tr><td>17+</td><td>205.66 hrs.</td></tr> </tbody> </table> <p>Max accrual: 315 hours</p>	Yrs of service	Accrual per year	1-4	102.96 hrs.	5-11	137.28 hrs	12-14	171.60 hrs	15-16	188.50 hrs	17+	205.66 hrs.	<table border="1"> <thead> <tr> <th>Yrs of service</th> <th>Accrual per year</th> </tr> </thead> <tbody> <tr><td>1</td><td>80.6 hrs</td></tr> <tr><td>2-5</td><td>120.12 hrs</td></tr> <tr><td>6-10</td><td>135.98 hrs</td></tr> <tr><td>11-15</td><td>160.94 hrs</td></tr> <tr><td>16-19</td><td>180.18 hrs</td></tr> <tr><td>20+</td><td>192.4 hrs</td></tr> </tbody> </table> <p>Max accrual: 350 hours</p>	Yrs of service	Accrual per year	1	80.6 hrs	2-5	120.12 hrs	6-10	135.98 hrs	11-15	160.94 hrs	16-19	180.18 hrs	20+	192.4 hrs
Yrs of service	Accrual per year																																																																																							
1	80.6 hrs																																																																																							
2-5	120.12 hrs																																																																																							
6-10	135.98 hrs																																																																																							
11-15	160.94 hrs																																																																																							
16-19	180.18 hrs																																																																																							
20+	192.4 hrs																																																																																							
Yrs of Service	Accrual per year																																																																																							
1	80.6 hrs																																																																																							
2-5	120.12 hrs																																																																																							
6-10	135.98 hrs																																																																																							
11-15	160.94 hrs																																																																																							
16-19	180.18 hrs																																																																																							
20+	192.4 hrs																																																																																							
Yrs of service	Accrual per year																																																																																							
1	80.6 hrs																																																																																							
2-5	120.12 hrs																																																																																							
6-10	135.98 hrs																																																																																							
11-15	160.94 hrs																																																																																							
16-19	180.18 hrs																																																																																							
20+	192.4 hrs																																																																																							
Yrs of service	Accrual per year																																																																																							
1	80.6 hrs																																																																																							
2-5	120.12 hrs																																																																																							
6-10	135.98 hrs																																																																																							
11-15	160.94 hrs																																																																																							
16-19	180.18 hrs																																																																																							
20+	192.4 hrs																																																																																							
Yrs of service	Accrual per year																																																																																							
1-4	102.96 hrs.																																																																																							
5-11	137.28 hrs																																																																																							
12-14	171.60 hrs																																																																																							
15-16	188.50 hrs																																																																																							
17+	205.66 hrs.																																																																																							
Yrs of service	Accrual per year																																																																																							
1	80.6 hrs																																																																																							
2-5	120.12 hrs																																																																																							
6-10	135.98 hrs																																																																																							
11-15	160.94 hrs																																																																																							
16-19	180.18 hrs																																																																																							
20+	192.4 hrs																																																																																							
SICK LEAVE ACCRUAL	96.2 hrs/year for FT 72.02 hrs/year for ¾-time 48.1 hrs/year for ½-time Unlimited accrual – CalPERS sick leave credit for unused sick leave if retiree from City.	96.2 hrs/year for FT Unlimited accrual – CalPERS sick leave credit for unused sick leave if retiree from City.	96.2 hrs/year for FT 72.02 hrs/year for ¾-time 48.1 hrs/year for ½-time Unlimited accrual – CalPERS sick leave credit for unused sick leave if retiree from City.	96.2 hrs/year for FT 72.02 hrs/year for ¾-time 48.1 hrs/year for ½-time Unlimited accrual – CalPERS sick leave credit for unused sick leave if retiree from City.	96.2 hrs/year for FT Unlimited accrual – CalPERS sick leave credit for unused sick leave if retiree from City.	96.2 hrs/year for FT Unlimited accrual – CalPERS sick leave credit for unused sick leave if retiree from City.																																																																																		
SICK LEAVE USAGE: • FAMILY SICK LEAVE	Immediate Family Illness: ½ Annual Sick Leave Accrual Additional time upon approval of City Manager.	Immediate Family Illness: ½ Annual Sick Leave Accrual Additional time upon approval of City Manager.	Immediate Family Illness: ½ Annual Sick Leave Accrual Additional time upon approval of City Manager.	Immediate Family Illness: ½ Annual Sick Leave Accrual Additional time upon approval of City Manager.	Immediate Family Illness: ½ Annual Sick Leave Accrual Additional time upon approval of City Manager.	Immediate Family Illness: ½ Annual Sick Leave Accrual Additional time upon approval of City Manager.																																																																																		
• PARENTAL LEAVE	Four (4) regularly scheduled workdays for non-birthing parent for birth of child Four (4) regularly scheduled workdays for EE for birth, adoption or foster care placement.	32 hrs. for non-birthing parent for birth of child 32 hrs for EE for adoption	48 hrs. for non-birthing parent for birth of child. 48 hrs for EE for adoption or foster care placement.	Four (4) regularly scheduled workdays for non-birthing parent for birth of child Four (4) regularly scheduled workdays for EE for birth, adoption or foster care placement.	44 hrs. for non-birthing parent for birth of child 44 hrs for EE for adoption																																																																																			
• BEREAVEMENT/ FUNERAL LEAVE (Non-Immediate Family)	Five (5) regularly scheduled workdays of sick leave to be used only for sister-in-law and brother-in-law.	40 hrs max to be used only for sister-in-law and brother-in-law.	Five (5) regularly scheduled workdays of sick leave to be used for aunt or uncle.	Five (5) regularly scheduled workdays of sick leave to be used only for sister-in-law and brother-in-law.	5 work shifts max to be used for sister-in-law, brother-in-law, spouse's grandparents.	40 hrs max to be used only for sister-in-law and brother-in-law.																																																																																		

ER = Employer EE =Employee FT = Full-Time PT = Part-Time - 26 pay periods

*The information contained in this document is a summary of benefits provided to City of Livermore employees. For specific information, please refer to the applicable bargaining unit agreement or contact the Human Resources Division. Any errors or omissions do not constitute either an expressed or implied contract.

CITY OF LIVERMORE - BENEFITS SUMMARY

UPDATED: 01/01/2024

BENEFIT	CONFIDENTIAL UNREPRESENTED	EXECUTIVE MANAGEMENT UNREPRESENTED	ASSOCIATION OF LIVERMORE EMPLOYEES	MANAGEMENT GROUP	POLICE OFFICERS ASSOCIATION (Officers & Sergeants)	POLICE MANAGEMENT ASSOCIATION (Lieutenants & Captains)
BEREAVEMENT/ FUNERAL LEAVE	Five regularly scheduled workdays max for immediate family: spouse, children of EE or of EE's spouse, children of EE's registered domestic partner, other relative living w/EE or receiving full support from EE, mother, father, brother, sister, grandchild, grandparent, father-in-law, mother-in-law and registered domestic partner.	40 hrs max for immediate family: spouse, children of EE or of EE's spouse, other relative living w/EE or receiving full support from EE, mother, father, brother, sister, grandchild, grandparent, father-in-law, mother-in-law and registered domestic partner.	Five (5) regularly scheduled workdays max for immediate family: spouse or parents of EE, spouse or registered domestic partner, children, step-children who reside w/EE, brother of EE or spouse, sister of EE or spouse, grandparents of EE or spouse, grandchildren of EE or spouse, foster parent, foster child, or relative living in EE's house and registered domestic partner.	Five (5) regularly scheduled workdays max for immediate family: spouse, children of EE or of EE's spouse, children of EE's registered domestic partner, other relative living w/EE or receiving full support from EE, mother, father, brother, sister, grandchild, grandparent, father-in-law, mother-in-law and registered domestic partner.	Five (5) works shifts max for immediate family: Spouse, children of EE or spouse, parents of EE or spouse, EE's brother or sister, EE's grandparents, domestic partner or relative living in EE's home or dependent on EE for full support.	40 hrs. max for immediate family: spouse, children of EE or spouse, parents of EE or spouse, EE's brother or sister, or relative living in EE's home or dependent on EE for full support.
ADMINISTRATIVE LEAVE & PERSONAL LEAVE	<p><u>Personal Leave</u> EEs hired before 1/01/18: Full-Time – 16 hrs/yr + 8 hrs. for each 5 years of service to a max of 40 hrs/yr. Hour pro-rated for part-time employees.</p> <p>For EEs hired after 1/01/18: Full-Time 16 hrs/yr Three-quarter Time 12 hrs/yr Half-Time 8 hrs/yr</p> <p>No carryover & no payout.</p>	<p><u>Administrative Leave</u> Base: 96 – 128 hrs/yr</p> <p>No carryover.</p>	<p><u>Personal Leave</u> EEs hired before 6/27/17: Full-Time – 16 hrs/yr + 8 hrs. for each 5 years of service to a max of 40 hrs/year</p> <p>Three-quarter Time -12 hrs/yr + 6 hrs each 5 years of service to a max of 30 hrs/year</p> <p>Half-Time - 8 hrs/year + 4 hrs each 5 years of service to a max of 20 hrs/year</p> <p>For EEs hired after 6/27/17, Full-Time - 16 hrs/yr Three-quarter Time – 12 hrs/yr Half-Time – 8 hrs/yr</p> <p>No carryover & no payout</p>	<p><u>Administrative Leave</u> 80 – 112 hrs/yr</p> <p>New employees or employees newly promoted to the Livermore Management Group after July 1, 2017 shall receive eighty (80) hours of administrative leave.</p> <p>Part-time employees receive pro-rated benefits.</p> <p>No carryover & no payout</p>	<p><u>Personal Leave</u> 16 hours/year</p> <p>No carryover & no payout</p>	<p><u>Administrative Leave</u> 80 hours/year</p> <p>No carryover & no payout</p>
PREGNANCY LEAVE & FMLA/CFRA EE may use accrued leaves in compliance with City rules and regs.	Benefit provided as per regulations: Federal Family and Medical Leave Act, California Family Rights Act, and California Pregnancy Disability Act	Benefit provided as per regulations: Federal Family and Medical Leave Act, California Family Rights Act, and California Pregnancy Disability Act	Benefit provided as per regulations: Federal Family and Medical Leave Act, California Family Rights Act, and California Pregnancy Disability Act	Benefit provided as per regulations: Federal Family and Medical Leave Act, California Family Rights Act, and California Pregnancy Disability Act	Benefit provided as per regulations: Federal Family and Medical Leave Act, CA Family Rights Act, and California Pregnancy Disability Act	Benefit provided as per regulations: Federal Family and Medical Leave Act, California Family Rights Act, and California Pregnancy Disability Act

CITY OF LIVERMORE - BENEFITS SUMMARY

UPDATED: 01/01/2024

BENEFIT	CONFIDENTIAL UNREPRESENTED	EXECUTIVE MANAGEMENT UNREPRESENTED	ASSOCIATION OF LIVERMORE EMPLOYEES	MANAGEMENT GROUP	POLICE OFFICERS ASSOCIATION (Officers & Sergeants)	POLICE MANAGEMENT ASSOCIATION (Lieutenants & Captains)
HOLIDAYS & HOLIDAY-IN-LIEU PAY	<u>Holidays</u> 12 observed holidays	<u>Holidays</u> 12 observed holidays	<u>Holidays</u> 12 observed holidays or in lieu day; if works 2.5 times pay. <u>Holiday-In-Lieu Pay</u> 7.5% of base paid per pay period for certain classifications (see MOU)	<u>Holidays</u> 12 observed holidays	<u>Holiday-In-Lieu Pay</u> 7.5% of base paid per pay period.	<u>Holidays – Captain</u> 12 observed holidays or in lieu day. <u>Holiday-In-Lieu - Lieutenant</u> 7.5% of base paid per pay period
DEFERRED COMPENSATION 457(b) 2024 Maximums: Normal = \$23,000 Age 50+ = \$7,500 Pre-Retirement Catchup = \$46,000	Eff. 7/6/20, the City will contribute \$185/pay period with required matching EE contribution of \$75/pay period Amounts pro-rated for Part-Time employees.	Eff. 11/25/19, the City will contribute \$185/pay period with required matching EE contribution of \$75/pay period	Eff. 4/1/19, the City will contribute \$75/pay period, with required matching EE contribution of \$75/pay period. Amounts pro-rated for Part-Time employees.	Eff. 7/6/20, the City will contribute \$185/pay period with required matching EE contribution of \$75/pay period Amounts pro-rated for Part-Time employees.	Voluntary EE Participation No ER contribution	Eff. 7/5/21, the City will contribute \$20/pay period. Eff. 7/1/24 the City will contribute \$40/pay period.
401(a) 2024 Maximum: \$69,000		Employees eligible to enroll within 30 days of hire date. <ul style="list-style-type: none"> ▪ irrevocable pre-tax salary 0 – 15% or flat dollar amt. ▪ irrevocable leave election (vacation/admin. leave) ▪ termination pay (vacation only) 				
SECTION 125 PLAN No ER contribution 2024 Maximums Dependent Care*: Up to \$5,000/year *See IRS Pub #503 Unreimb.Medical: Up to \$3200/year	<ul style="list-style-type: none"> ▪ Pre-tax Health Care Premiums ▪ FSA for Health and Dependent Care Expenses ▪ Other options offered by plan administrator 	<ul style="list-style-type: none"> ▪ Pre-tax Health Care Premiums ▪ FSA for Health and Dependent Care Expenses ▪ Other options offered by plan administrator 	<ul style="list-style-type: none"> ▪ Pre-tax Health Care Premiums ▪ FSA for Health and Dependent Care Expenses ▪ Other options offered by plan administrator 	<ul style="list-style-type: none"> ▪ Pre-tax Health Care Premiums ▪ FSA for Health and Dependent Care Expenses ▪ Other options offered by plan administrator 	<ul style="list-style-type: none"> ▪ Pre-tax Health Care Premiums ▪ FSA for Health and Dependent Care Expenses ▪ Other options offered by plan administrator 	<ul style="list-style-type: none"> ▪ Pre-tax Health Care Premiums ▪ FSA for Health and Dependent Care Expenses ▪ Other options offered by plan administrator

CITY OF LIVERMORE - BENEFITS SUMMARY

UPDATED: 01/01/2024

BENEFIT	CONFIDENTIAL UNREPRESENTED	EXECUTIVE MANAGEMENT UNREPRESENTED	ASSOCIATION OF LIVERMORE EMPLOYEES	MANAGEMENT GROUP	POLICE OFFICERS ASSOCIATION (Officers & Sergeants)	POLICE MANAGEMENT ASSOCIATION (Lieutenants & Captains)
UNIFORM ALLOWANCE		Police Chief: \$1,300/year paid in equal amounts each pay period.	\$850/year paid in equal amount each pay period for certain classifications (see MOU)	Police Facility and Equipment Manager: \$600/year paid in equal amounts each pay period	\$1,250/year paid in equal amounts each pay period.	\$1,300/year paid in equal amounts each pay period.
SAFETY SHOE ALLOWANCE			<p>Paid annually in July: \$200/yr for -employees in Engineering Technician, Neighborhood Preservation Officer, and Building Inspector series who perform field work, and Public Works employees that are required to wear safety shoes or boots.</p> <p>New employees will receive a pro-rated safety shoe allowance at the time they are hired.</p>	<p>Following are eligible for up to \$200 reimbursement per fiscal year:</p> <ul style="list-style-type: none"> Assistant City Engineer Building Official City Engineer Construction Inspection Mgr. Insp. & Neighbor Pres. Mgr. Public Works Supervisor Senior Civil Engineer Water Res. Operations Mgr. 		
PRESCRIPTION SAFETY GLASSES			Reimbursement of up to \$150/yr for purchase of safety prescription glasses for EEs working in locations where there is a risk of eye injuries.			
SUPERVISORY DIFFERENTIAL PAY	Min of 10% above base salary of non-mgmt subordinate, 7.5% above mgmt subordinate	Min of 10% above base salary of non-mgmt subordinate, 7.5% above mgmt subordinate		Min of 10% above base salary of non-mgmt subordinate, 7.5% above mgmt subordinate		Maintain 17.5% above base salary of non-mgmt subordinate
SHIFT DIFFERENTIAL			EEs regularly assigned to city facilities operating 24/7 - \$2.50/hour for all hours worked when assigned to a shift requiring EE work at least 4 hrs between 4:00 p.m.- 6:00 a.m.			

CITY OF LIVERMORE - BENEFITS SUMMARY

UPDATED: 01/01/2024

BENEFIT	CONFIDENTIAL UNREPRESENTED	EXECUTIVE MANAGEMENT UNREPRESENTED	ASSOCIATION OF LIVERMORE EMPLOYEES	MANAGEMENT GROUP	POLICE OFFICERS ASSOCIATION (Officers & Sergeants)	POLICE MANAGEMENT ASSOCIATION (Lieutenants & Captains)
EQUIPMENT OPERATION			Public Works EEs: \$12.00/day for EE who operates Class A vehicle, min of 50%+ operation/day.			
STANDBY PAY			2 hours straight-time for standby on regularly scheduled work day 3 hours straight-time for standby on regularly scheduled days off and fixed City holidays		Employees assigned to CID get 2.75 hrs/day assigned and will be provided a take home vehicle for assignment. Specific positions assigned: CIB (1 Sgt., 2 Detectives) Traffic (2 Officers) Crime Scene (1 Officer) Unused leave paid out at end of calendar year	
CALL BACK PAY			3 hr min @ OT rate for FLSA nonexempt. First 3 hrs can't be taken as comp time but paid to EE.		3 hr min @ OT rate	
CANINE PAY (effective 7/09/18)					\$800/month premium pay for Canine Assignment to handle, train, board and provide care relating to Canine. Officer provided a take home vehicle as part of canine duties.	
ACTING PAY, WORK IN A HIGHER CLASS, & SPECIAL PROJECTS PAY	<p><u>Acting Pay</u> If work min of 5 consecutive calendar days, paid @ lowest step of higher class with at least a 5% differential. If assignment > 12 months, optional incr. of up to 7% or max of the range, whichever is less.</p> <p><u>Special Project Pay</u> If work min of 30 calendar days, 5% - 7% differential. If full supervisory, additional % to reflect 2.5% over highest compensated subordinate. If assignment > 12 months, optional increase of up to 7%.</p>		<p><u>Work in a Higher Class</u> If work min of 3 consecutive workdays, paid @ 5% differential or the minimum of the salary range of the higher classification.</p>	<p><u>Acting Pay</u> If work min of 5 consecutive calendar days, paid @ lowest step of higher class with at least a 5% differential. If assignment >12 months, optional incr. of up to 7% or max of the range, whichever is less.</p> <p><u>Special Project Pay</u> If work min of 30 calendar days, 5% - 7% differential. If full supervisory, additional % to reflect 2.5% over highest compensated subordinate. If assignment > 12 months, optional increase of up to 7%.</p>		<p><u>Acting Pay</u> If work min of 5 consecutive calendar days, paid base starting rate of range of higher class, unless less than 5% over current base rate. In that case, EE will receive amount within range that is a 5% increase over current base salary.</p> <p>If full supervisory, additional % to reflect 2.5% over highest compensated subordinate.</p> <p>If assignment >12 months, optional incr. of up to 7% or max of the range, whichever is less.</p>

CITY OF LIVERMORE - BENEFITS SUMMARY

UPDATED: 01/01/2024

BENEFIT	CONFIDENTIAL UNREPRESENTED	EXECUTIVE MANAGEMENT UNREPRESENTED	ASSOCIATION OF LIVERMORE EMPLOYEES	MANAGEMENT GROUP	POLICE OFFICERS ASSOCIATION (Officers & Sergeants)	POLICE MANAGEMENT ASSOCIATION (Lieutenants & Captains)
COURT PAY/COURT CANCELLATION PAY			If in connection with EE's usual official duties, 3 hrs min @ OT, or 4 hrs min @ OT for those required to appear on normal day off or on graveyard shift.		<u>Court Pay:</u> 3 hr min @ OT rate 4 hr min @ MOU OT rate for Graveyard shift or normal day off <u>Court Cancellation Pay:</u> If court appearance cancelled w/in 24 hrs. prior to event, 2 hr @ OT rate.	
FTO PAY & SUPPORT SVCS. TRAINING OFFICER PAY			<u>Support Services Training Officer Pay</u> \$90/pay period for full pay period while assigned.		<u>FTO Pay</u> \$140 per pay period while assigned as FTO	
BILINGUAL PAY	\$50/pay period. Must be certified by DH, approved by City Manager, and used on the job.	\$50/pay period. Must be certified by CM, approved by City Manager, and used on the job.	\$60/pay period for both written & conversational. Must be certified by DH and approved by Admin Services Director, and used on the job. \$35/pay period for conversation level as certified by DH and approved by Admin Services Director.	\$50/pay period. Must be certified by DH, approved by City Manager, and used on the job.	\$80.77/pay period. Must be certified by Chief of Police as meeting court interpreter standards <u>Conversational bilingual pay</u> \$45/pay period	
TELEPHONE PAY			20 minutes and for each minute exceeding 20 minutes at OT rate.		.25 hr. pay @ OT rate	
CELL PHONE ALLOWANCE (If authorized)	Standard = \$40/mo. Enhanced = \$90/mo. for exempt only See Admin Reg 36 for details.	Enhanced = \$90/mo. for exempt only See Admin Reg 36 for details.	Standard = \$40/mo. See Admin Reg 36 for details.	Standard = \$40/mo. Enhanced = \$90/mo. for exempt only See Admin Reg 36 for details.	Standard = \$40/mo. See Admin Reg 36 for details.	Standard = \$40/mo. Enhanced = \$90/mo. exempt only See Admin Reg 36 for details.
PREMIUM PAY & LONGEVITY PAY					<u>Longevity Pay</u> 5-10 yrs. service - 3% 11+ yrs. service - 6%	

CITY OF LIVERMORE - BENEFITS SUMMARY

UPDATED: 01/01/2024

BENEFIT	CONFIDENTIAL UNREPRESENTED	EXECUTIVE MANAGEMENT UNREPRESENTED	ASSOCIATION OF LIVERMORE EMPLOYEES	MANAGEMENT GROUP	POLICE OFFICERS ASSOCIATION (Officers & Sergeants)	POLICE MANAGEMENT ASSOCIATION (Lieutenants & Captains)
POST CERTIFICATION PAY					Police Officers Intermediate: \$350/month Advanced: \$450/month Police Sergeants: Intermediate, Advanced & Supervisory Certificates + 60 college credits: \$600/month	Management + BA: \$950/month Management + Master or Command College or FBI National Academy training program \$1,000/month
COMMERCIAL DRIVERS' LICENSE PAY			\$35/pp w/valid CA Commercial Driver's License (CDL) & valid DOT medical card for certain classifications (see MOU). Public Works Maintenance Division EEs with job classes that do not require a CDL and who participate in the voluntary maintenance standby program and maintain a CDL receive CDL pay in accordance with that received by other City commercial drivers.			
OT COMP & COMP TIME OFF	OT for > 40 hrs/week @1 ½ x reg pay or Comp Time in lieu of OT for FLSA nonexempt.		OT for > 40 hrs/week or > 8hrs/day in a reg scheduled day or hrs in excess of those normally scheduled & worked/day @ 1 ½ x reg. pay or Comp Time in lieu of OT for FLSA nonexempt. Accrued Comp Time in excess of 100 hrs must be paid out.		7K exemption, establishing a 28 day FLSA work cycle. Accrued Comp Time in excess of 200 hours must be paid out.	
MILEAGE REIMB. (eff. 1/1/24)	\$0.67/mile	\$0.67/mile	\$0.67/mile	\$0.67/mile	\$0.67/mile	\$0.67/mile
HEALTH CLUB REIMBURSEMENT	\$100.00/month max for monthly dues	\$125.00/month max for monthly dues		\$100.00/month max for monthly dues		

CITY OF LIVERMORE - BENEFITS SUMMARY

UPDATED: 01/01/2024

BENEFIT	CONFIDENTIAL UNREPRESENTED	EXECUTIVE MANAGEMENT UNREPRESENTED	ASSOCIATION OF LIVERMORE EMPLOYEES	MANAGEMENT GROUP	POLICE OFFICERS ASSOCIATION (Officers & Sergeants)	POLICE MANAGEMENT ASSOCIATION (Lieutenants & Captains)
AUTO ALLOWANCE \$250/month		Admin. Services Director Assistant City Manager Com. Development Director Innov. & Econ. Dev. Director Library Services Director Public Works Director		Asst. Com. Development Director Building Official City Engineer Planning Manager		
TUITION REIMBURSEMENT	75% tuition & books <u>Undergraduate</u> - \$4,000 FY max; \$16,000 lifetime max <u>Graduate program</u> - \$5,000 FY max; \$10,000 lifetime max	75% tuition & books <u>Undergraduate</u> - \$4,000 FY max; \$16,000 lifetime max <u>Graduate program</u> - \$5,000 FY max; \$10,000 lifetime max	75% tuition & books <u>Undergraduate</u> - \$4,000 FY max; \$16,000 lifetime max <u>Graduate program</u> - \$5,000 FY max; \$10,000 lifetime max	75% tuition & books <u>Undergraduate</u> - \$4,000 FY max; \$16,000 lifetime max <u>Graduate program</u> - \$5,000 FY max; \$10,000 lifetime max	75% tuition & books <u>Undergraduate</u> - \$4,000 FY max; \$16,000 lifetime max <u>Graduate program</u> - \$5,000 FY max; \$10,000 lifetime max	75% tuition & books <u>Undergraduate</u> - \$4,000 FY max; \$16,000 lifetime max <u>Graduate program</u> - \$5,000 FY max; \$10,000 lifetime max
LICENSES & CERTIFICATIONS	100% reimbursement for req. licenses, certifications, and professional memberships	100% reimbursement for req. licenses, certifications, and professional memberships	100% reimbursement for required licenses and certifications	100% reimbursement for req. licenses, certifications, and professional memberships		
EE ASSISTANCE PROGRAM ER paid	3 sessions per incident per family member. Unlimited telephonic consultations.	3 sessions per incident per family member. Unlimited telephonic consultations.	3 sessions per incident per family member. Unlimited telephonic consultations.	3 sessions per incident per family member. Unlimited telephonic consultations.	3 sessions per incident per family member. Unlimited telephonic consultations.	3 sessions per incident per family member. Unlimited telephonic consultations.
FLSA WORK PERIOD	168 hour pay period beginning Monday at 12:01 a.m., ending 7 days later on Sunday at 12:00 midnight. If an EE is not on this work week schedule, something must be in writing documenting EE's work week.	N/A	168 hour pay period beginning Monday at 12:01 a.m., ending 7 days later on Sunday at 12:00 midnight. If an EE is not on this work week schedule, something must be in writing documenting EE's work week. For <u>WR Operator series</u> : 168 hour period beginning Sunday at 12:00 midnight, ending 7 days later on Saturday at 11:59 p.m.	N/A	28 consecutive calendar day period. Beginning Monday at 6:00 a.m., ending 28 days later on Monday at 5:59 am.	N/A
FATIGUE RECOVERY TIME			An employee who has worked 16 or more hours within a 24-hour period and/or has worked on call-back within 6 hours of the scheduled start time of his/her next regular shift and feels he/she cannot work safely because of fatigue, the employee will be provided with a maximum of 8 consecutive hours of rest time.			
SEVERANCE PAY		Three months' severance pay in the event EE is terminated for other than cause. Includes EE salary + benefits.				

ER = Employer EE =Employee FT = Full-Time PT = Part-Time - 26 pay periods

**The information contained in this document is a summary of benefits provided to City of Livermore employees. For specific information, please refer to the applicable bargaining unit agreement or contact the Human Resources Division. Any errors or omissions do not constitute either an expressed or implied contract.*