

**DUBLIN SAN RAMON SERVICES DISTRICT
BENEFITS SUMMARY**

BENEFIT	Stationary Engineers, Local 39	International Federation of Professional & Technical Engineers, Local 21	Mid-Management	Unrepresented Managers, Professional, Technical, Administrative & Confidential	Unrepresented Senior Managers	General Manager
TERM OF AGREEMENT	12/13/21 - 12/21/25	12/22/25 - 12/16/29	12/22/25 - 12/16/29	12/22/25 - 12/16/29 (Subject to Board Amendment)	12/22/25 - 12/16/29 (Subject to Board Amendment)	12/23/23 - Indefinite
SCHEDULED SALARY INCREASES	<p><u>Effective Date</u> <u>%</u> <u>Floor</u> <u>Ceiling</u> 12/13/21: 4% 3% 4% 12/26/22: 4% 2.5% 4% 12/25/23: 2.54% 2% 4% 12/23/24: 2.3% 2% 4%</p> <p>Per MOU, salary increase based upon change in Oct-Oct CPI and floor/ceiling; increases effective on the first day of the first pay period of calendar years 2022 - 2025.</p>	<p><u>Effective Date</u> <u>%</u> 12/22/25: 2.5% 12/21/26: 3.0% 12/20/27: 3.0% 12/18/28: 3.5%</p> <p>Increases are effective on the first day of the first pay period of calendar years 2025 - 2029.</p>	<p><u>Effective Date</u> <u>%</u> 12/22/25: 2.5% 12/21/26: 3.0% 12/20/27: 3.0% 12/18/28: 3.5%</p> <p>Increases are effective on the first day of the first pay period of calendar years 2025 - 2029.</p>	<p><u>Effective Date</u> <u>%</u> 12/22/25: 2.5% 12/21/26: 3.0% 12/20/27: 3.0% 12/18/28: 3.5%</p> <p>Increases are effective on the first day of the first pay period of calendar years 2025 - 2029.</p>	<p><u>Effective Date</u> <u>%</u> <u>Floor</u> <u>Ceiling</u> 12/23/24: 2.3% 2% 4%</p> <p>Per PSA, salary increase based upon change in Oct-Oct CPI and floor/ceiling; increases effective on the first day of the first pay period of calendar year 2025.</p>	
PERFORMANCE BASED SALARY ADJUSTMENT	<p><u>Current Step</u> <u>Time Before Eligible for Next Step</u> A 12 Months B 12 Months C 12 Months D 12 Months E -----</p> <p>All increases are <u>merit based</u> (determined by performance)</p>	<p><u>Current Step</u> <u>Time Before Eligible for Next Step</u> A 12 Months B 12 Months C 12 Months D 12 Months E -----</p> <p>All increases are <u>merit based</u> (determined by performance)</p>	<p><u>Current Step</u> <u>Time Before Eligible for Next Step</u> A 12 Months B 12 Months C 12 Months D 12 Months E -----</p> <p>All increases are <u>merit based</u> (determined by performance)</p>	<p><u>Current Step</u> <u>Time Before Eligible for Next Step</u> A 12 Months B 12 Months C 12 Months D 12 Months E -----</p> <p>All increases are <u>merit based</u> (determined by performance)</p>	<p><u>Current Step</u> <u>Time Before Eligible for Next Step</u> A 12 Months B 12 Months C 12 Months D 12 Months E -----</p> <p>All increases are <u>merit based</u> (determined by performance and at the discretion of the General Manager)</p>	N/A No scheduled merit increases per Personal Service Agreement (PSA)
EMPLOYEE ORGANIZATION DUES	Yes; MOU Section 2.1	Yes; MOU Section 2.1	No	No	No	No
SHARE THE SAVINGS (in lieu of medical)	<u>Per Month</u> \$400 cash payment	<u>Per Month</u> \$400 cash payment	<u>Per Month</u> \$400 cash payment	<u>Per Month</u> \$400 cash payment	<u>Per Month</u> \$400 cash payment	<u>Per Month</u> \$400 cash payment
MEDICAL - through CalPERS 8 HMOs 2 PPOs	<u>2025 ER Max Contribution Per Month</u> Employee Only - \$1,034.00 Employee + 1 - \$2,067.00 Employee + Family - \$2,687.00	<u>District Max Contribution Per Month</u> <u>EE Only</u> <u>EE+1</u> <u>Family</u> 2026: \$1,141 \$2,282 \$2,966 2027: \$1,209 \$2,419 \$3,144 2028: \$1,282 \$2,564 \$3,333 2029: \$1,359 \$2,718 \$3,533	<u>District Max Contribution Per Month</u> <u>EE Only</u> <u>EE+1</u> <u>Family</u> 2026: \$1,141 \$2,282 \$2,966 2027: \$1,209 \$2,419 \$3,144 2028: \$1,282 \$2,564 \$3,333 2029: \$1,359 \$2,718 \$3,533	<u>District Max Contribution Per Month</u> <u>EE Only</u> <u>EE+1</u> <u>Family</u> 2026: \$1,141 \$2,282 \$2,966 2027: \$1,209 \$2,419 \$3,144 2028: \$1,282 \$2,564 \$3,333 2029: \$1,359 \$2,718 \$3,533	<u>District Max Contribution Per Month</u> <u>EE Only</u> <u>EE+1</u> <u>Family</u> 2026: \$1,141 \$2,282 \$2,966 2027: \$1,209 \$2,419 \$3,144 2028: \$1,282 \$2,564 \$3,333 2029: \$1,359 \$2,718 \$3,533	<u>District Max Contribution Per Month</u> <u>EE Only</u> <u>EE+1</u> <u>Family</u> 2026: \$1,141 \$2,282 \$2,966 2027: \$1,209 \$2,419 \$3,144 2028: \$1,282 \$2,564 \$3,333 2029: \$1,359 \$2,718 \$3,533
RETIREE MEDICAL VESTING PROGRAM (CALPERS 100/90) Must have at least 5 years of service with the District	<u>Years of PERS Service</u> <u>% District Contribution</u> 10 years 50% 11 years 55% 12 years 60% 13 years 65% 14 years 70% 15 years 75% 16 years 80% 17 years 85% 18 years 90% 19 years 95% 20 years 100%	<u>Years of PERS Service</u> <u>% District Contribution</u> 10 years 50% 11 years 55% 12 years 60% 13 years 65% 14 years 70% 15 years 75% 16 years 80% 17 years 85% 18 years 90% 19 years 95% 20 years 100%	<u>Years of PERS Service</u> <u>% District Contribution</u> 10 years 50% 11 years 55% 12 years 60% 13 years 65% 14 years 70% 15 years 75% 16 years 80% 17 years 85% 18 years 90% 19 years 95% 20 years 100%	<u>Years of PERS Service</u> <u>% District Contribution</u> 10 years 50% 11 years 55% 12 years 60% 13 years 65% 14 years 70% 15 years 75% 16 years 80% 17 years 85% 18 years 90% 19 years 95% 20 years 100%	<u>Years of PERS Service</u> <u>% District Contribution</u> 10 years 50% 11 years 55% 12 years 60% 13 years 65% 14 years 70% 15 years 75% 16 years 80% 17 years 85% 18 years 90% 19 years 95% 20 years 100%	<u>Years of PERS Service</u> <u>% District Contribution</u> 10 years 50% 11 years 55% 12 years 60% 13 years 65% 14 years 70% 15 years 75% 16 years 80% 17 years 85% 18 years 90% 19 years 95% 20 years 100%

ER = Employer EE(s) = Employee(s) FT = Full-Time PT = Part-Time

Updated 12/22/25

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RETIREE MEDICAL VESTING PROGRAM (DSRSD) District contributes the minimum employer contribution (MEC) and a supplemental contribution based on years of service	N/A	*Hired On or After 1/1/26* <u>0-14 Years of District Service</u> Supplemental Contribution: None <u>15-19 Years of District Service</u> Supplemental Contribution: 90% of the plan premium the retiree is enrolled in; not to exceed 90% of the premium for the least expense Region 1 Kaiser plan (Retiree only) <u>20+ Years of District Service</u> Supplemental Contribution: Retiree + 1 Dependent: 90% of the plan premium the retiree is enrolled in; not to exceed 90% of the premium for the least expense Region 1 Kaiser plan (Retiree only or Retiree + 1)	*Hired On or After 1/1/26* <u>0-14 Years of District Service</u> Supplemental Contribution: None <u>15-19 Years of District Service</u> Supplemental Contribution: 90% of the plan premium the retiree is enrolled in; not to exceed 90% of the premium for the least expense Region 1 Kaiser plan (Retiree only) <u>20+ Years of District Service</u> Supplemental Contribution: Retiree + 1 Dependent: 90% of the plan premium the retiree is enrolled in; not to exceed 90% of the premium for the least expense Region 1 Kaiser plan (Retiree only or Retiree + 1)	*Hired On or After 1/1/26* <u>0-14 Years of District Service</u> Supplemental Contribution: None <u>15-19 Years of District Service</u> Supplemental Contribution: 90% of the plan premium the retiree is enrolled in; not to exceed 90% of the premium for the least expense Region 1 Kaiser plan (Retiree only) <u>20+ Years of District Service</u> Supplemental Contribution: Retiree + 1 Dependent: 90% of the plan premium the retiree is enrolled in; not to exceed 90% of the premium for the least expense Region 1 Kaiser plan (Retiree only or Retiree + 1)	*Hired On or After 2/1/26* <u>0-14 Years of District Service</u> Supplemental Contribution: None <u>15-19 Years of District Service</u> Supplemental Contribution: 90% of the plan premium the retiree is enrolled in; not to exceed 90% of the premium for the least expense Region 1 Kaiser plan (Retiree only) <u>20+ Years of District Service</u> Supplemental Contribution: Retiree + 1 Dependent: 90% of the plan premium the retiree is enrolled in; not to exceed 90% of the premium for the least expense Region 1 Kaiser plan (Retiree only or Retiree + 1)	N/A
DENTAL Delta Dental Premier and Delta Dental PPO Network	<u>Contribution Per Month</u> Employee Only - \$52.80 Employee + 1 - \$95.60 Employee + Family - \$154.30 100% District Paid	<u>Contribution Per Month</u> Employee Only - \$52.80 Employee + 1 - \$95.60 Employee + Family - \$154.30 100% District Paid	<u>Contribution Per Month</u> Employee Only - \$52.80 Employee + 1 - \$95.60 Employee + Family - \$154.30 100% District Paid	<u>Contribution Per Month</u> Employee Only - \$52.80 Employee + 1 - \$95.60 Employee + Family - \$154.30 100% District Paid	<u>Contribution Per Month</u> Employee Only - \$52.80 Employee + 1 - \$95.60 Employee + Family - \$154.30 100% District Paid	<u>Contribution Per Month</u> Employee Only - \$52.80 Employee + 1 - \$95.60 Employee + Family - \$154.30 100% District Paid
RETIREE DENTAL	<u>EEs who retire from the District and hired before July 1, 2014:</u> 100% District paid <u>EEs hired on or after July 1, 2014:</u> None	<u>EEs who retire from the District and hired before July 1, 2014:</u> 100% District paid <u>EEs hired on or after July 1, 2014:</u> None	<u>EEs who retire from the District and hired before July 1, 2014:</u> 100% District paid <u>EEs hired on or after July 1, 2014:</u> None	<u>EEs who retire from the District and hired before July 1, 2014:</u> 100% District paid <u>EEs hired on or after July 1, 2014:</u> None	<u>EEs who retire from the District and hired before July 1, 2014:</u> 100% District paid <u>EEs hired on or after July 1, 2014:</u> None	None
VISION	<u>Contribution Per Month</u> Employee Only - \$13.80 Employee + 1 - \$20.00 Employee + Family - \$30.20 100% District Paid	<u>Contribution Per Month</u> Employee Only - \$13.80 Employee + 1 - \$20.00 Employee + Family - \$30.20 100% District Paid	<u>Contribution Per Month</u> Employee Only - \$13.80 Employee + 1 - \$20.00 Employee + Family - \$30.20 100% District Paid	<u>Contribution Per Month</u> Employee Only - \$13.80 Employee + 1 - \$20.00 Employee + Family - \$30.20 100% District Paid	<u>Contribution Per Month</u> Employee Only - \$13.80 Employee + 1 - \$20.00 Employee + Family - \$30.20 100% District Paid	<u>Contribution Per Month</u> Employee Only - \$13.80 Employee + 1 - \$20.00 Employee + Family - \$30.20 100% District Paid
RETIREE VISION	None	None	None	None	None	None

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LIFE & AD&D INSURANCE	<p>Basic Life 2X annual base salary, max of \$400,000. 100% District Paid Monthly Premium: \$0.136 per \$1,000.</p> <p>AD&D \$50,000 in coverage. 100% District Paid Monthly Premium: \$0.021 per \$1,000.</p> <p>Voluntary Life Available for employees, spouses/partners and child(ren). Cost varies. Employee Paid</p> <p>Voluntary AD&D Available to employees, spouses/partners and children. Cost varies. Employee Paid</p>	<p>Basic Life 2X annual base salary, max of \$400,000. 100% District Paid Monthly Premium: \$0.136 per \$1,000.</p> <p>AD&D \$50,000 in coverage. 100% District Paid Monthly Premium: \$0.021 per \$1,000.</p> <p>Voluntary Life Available for employees, spouses/partners and child(ren). Cost varies. Employee Paid</p> <p>Voluntary AD&D Available to employees, spouses/partners and children. Cost varies. Employee Paid</p>	<p>Basic Life 2X annual base salary, max of \$400,000. 100% District Paid Monthly Premium: \$0.136 per \$1,000.</p> <p>AD&D \$50,000 in coverage. 100% District Paid Monthly Premium: \$0.021 per \$1,000.</p> <p>Voluntary Life Available for employees, spouses/partners and child(ren). Cost varies. Employee Paid</p> <p>Voluntary AD&D Available to employees, spouses/partners and children. Cost varies. Employee Paid</p>	<p>Basic Life 2X annual base salary, max of \$400,000. 100% District Paid Monthly Premium: \$0.136 per \$1,000.</p> <p>AD&D \$50,000 in coverage. 100% District Paid Monthly Premium: \$0.021 per \$1,000.</p> <p>Voluntary Life Available for employees, spouses/partners and child(ren). Cost varies. Employee Paid</p> <p>Voluntary AD&D Available to employees, spouses/partners and children. Cost varies. Employee Paid</p>	<p>Basic Life 2X annual base salary, max of \$400,000. 100% District Paid Monthly Premium: \$0.136 per \$1,000.</p> <p>AD&D \$50,000 in coverage. 100% District Paid Monthly Premium: \$0.021 per \$1,000.</p> <p>Voluntary Life Available for employees, spouses/partners and child(ren). Cost varies. Employee Paid</p> <p>Voluntary AD&D Available to employees, spouses/partners and children. Cost varies. Employee Paid</p>	<p>Basic Life 2X annual base salary, max of \$400,000. 100% District Paid Monthly Premium: \$0.136 per \$1,000.</p> <p>AD&D \$50,000 in coverage. 100% District Paid Monthly Premium: \$0.021 per \$1,000.</p> <p>Voluntary Life Available for employees, spouses/partners and child(ren). Cost varies. Employee Paid</p> <p>Voluntary AD&D Available to employees, spouses/partners and children. Cost varies. Employee Paid</p>
LONG TERM DISABILITY	<p>66 2/3% of regular monthly salary, max of \$6,000 monthly, after a 365 day waiting period.</p> <p>100% District Paid. Monthly Premium: \$0.231 per \$100</p>	<p>66 2/3% of regular monthly salary, max of \$6,000 monthly, after a 365 day waiting period.</p> <p>100% District Paid. Monthly Premium: \$0.231 per \$100</p>	<p>66 2/3% of regular monthly salary, max of \$6,000 monthly, after a 365 day waiting period.</p> <p>100% District Paid. Monthly Premium: \$0.231 per \$100</p>	<p>66 2/3% of regular monthly salary, max of \$6,000 monthly, after a 365 day waiting period.</p> <p>100% District Paid. Monthly Premium: \$0.231 per \$100</p>	<p>70% of regular monthly salary, max of \$10,000 monthly benefit, after a 365-day waiting period.</p> <p>100% District Paid Monthly Premium: \$0.231 per \$100</p>	<p>70% of regular monthly salary, max of \$10,000 monthly benefit, after a 365-day waiting period.</p> <p>100% District Paid Monthly Premium: \$0.231 per \$100</p>
SHORT TERM DISABILITY	<p>60% of regular weekly salary, maximum of \$1,667 weekly, after a 29 day waiting period.</p> <p>100% District Paid Monthly Premium: \$0.341 per \$10</p>	<p>60% of regular weekly salary, maximum of \$1,667 weekly, after a 29 day waiting period.</p> <p>100% District Paid Monthly Premium: \$0.341 per \$10</p>	<p>60% of regular weekly salary, maximum of \$1,667 weekly, after a 29 day waiting period.</p> <p>100% District Paid Monthly Premium: \$0.341 per \$10</p>	<p>60% of regular weekly salary, maximum of \$1,667 weekly, after a 29 day waiting period.</p> <p>100% District Paid Monthly Premium: \$0.341 per \$10</p>	<p>60% of regular weekly salary, maximum of \$1,667 weekly, after a 29 day waiting period.</p> <p>100% District Paid Monthly Premium: \$0.341 per \$10</p>	<p>60% of regular weekly salary, maximum of \$1,667 weekly, after a 29 day waiting period.</p> <p>100% District Paid Monthly Premium: \$0.341 per \$10</p>
FLEXIBLE SPENDING ACCOUNT (FSA)	<p>Medical Annual Max: \$3,400</p> <p>Dependent Care Annual Max: \$7,500</p>					
TRANSIT REIMBURSEMENT ACCOUNT	<p>Transit Passes/Van Pooling Monthly Max: \$340.00</p> <p>Qualified Parking Monthly Max: \$340.00</p>	<p>Transit Passes/Van Pooling Monthly Max: \$340.00</p> <p>Qualified Parking Monthly Max: \$340.00</p>	<p>Transit Passes/Van Pooling Monthly Max: \$340.00</p> <p>Qualified Parking Monthly Max: \$340.00</p>	<p>Transit Passes/Van Pooling Monthly Max: \$340.00</p> <p>Qualified Parking Monthly Max: \$340.00</p>	<p>Transit Passes/Van Pooling Monthly Max: \$340.00</p> <p>Qualified Parking Monthly Max: \$340.00</p>	<p>Transit Passes/Van Pooling Monthly Max: \$340.00</p> <p>Qualified Parking Monthly Max: \$340.00</p>
EMPLOYEE ASSISTANCE PROGRAM (EAP)	<p>Available to employees and their eligible dependents.</p> <p>100% District Paid Monthly Premium: \$3.56</p>	<p>Available to employees and their eligible dependents.</p> <p>100% District Paid Monthly Premium: \$3.56</p>	<p>Available to employees and their eligible dependents.</p> <p>100% District Paid Monthly Premium: \$3.56</p>	<p>Available to employees and their eligible dependents.</p> <p>100% District Paid Monthly Premium: \$3.56</p>	<p>Available to employees and their eligible dependents.</p> <p>100% District Paid Monthly Premium: \$3.56</p>	<p>Available to employees and their eligible dependents.</p> <p>100% District Paid Monthly Premium: \$3.56</p>

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WELLNESS INCENTIVE PROGRAM	<u>Per Quarter</u> \$25.00 gift card (upon completion of designated health and wellness activities)	<u>Per Quarter</u> \$25.00 gift card (upon completion of designated health and wellness activities)	<u>Per Quarter</u> \$25.00 gift card (upon completion of designated health and wellness activities)	<u>Per Quarter</u> \$25.00 gift card (upon completion of designated health and wellness activities)	<u>Per Quarter</u> \$25.00 gift card (upon completion of designated health and wellness activities)	<u>Per Quarter</u> \$25.00 gift card (upon completion of designated health and wellness activities)
CalPERS DEFINED BENEFIT PENSION PLAN FY 2026	<u>Classic Members</u> 2.7% at 55 EE Contribution: 8% ER Contribution: 16.09% <u>New Members</u> 2% at 62 EE Contribution: 7.75% ER Contribution: 7.96%	<u>Classic Members</u> 2.7% at 55 EE Contribution: 8% ER Contribution: 16.09% <u>New Members</u> 2% at 62 EE Contribution: 7.75% ER Contribution: 7.96%	<u>Classic Members</u> 2.7% at 55 EE Contribution: 8% ER Contribution: 16.09% <u>New Members</u> 2% at 62 EE Contribution: 7.75% ER Contribution: 7.96%	<u>Classic Members</u> 2.7% at 55 EE Contribution: 8% ER Contribution: 16.09% <u>New Members</u> 2% at 62 EE Contribution: 7.75% ER Contribution: 7.96%	<u>Classic Members</u> 2.7% at 55 EE Contribution: 8% ER Contribution: 16.09% <u>New Members</u> 2% at 62 EE Contribution: 7.75% ER Contribution: 7.96%	<u>Classic Members</u> 2.7% at 55 EE Contribution: 8% ER Contribution: 16.09% <u>New Members</u> 2% at 62 EE Contribution: 7.75% ER Contribution: 7.96%
DEFERRED COMPENSATION 457 PLAN (MissionSquare Retirement)	<u>District Contribution:</u> None <u>Max Contribution Limit:</u> \$24,500 - \$49,000 per calendar year depending on age of employee and prior years' contribution level.	<u>District Contribution:</u> Equal to 100% of first \$2,500 the EE contributes per calendar year. <u>Max Contribution Limit:</u> \$24,500 - \$49,000 per calendar year depending on age of employee and prior years' contribution level.	<u>District Contribution:</u> Equal to 100% of first \$2,500 the EE contributes per calendar year. <u>Max Contribution Limit:</u> \$24,500 - \$49,000 per calendar year depending on age of employee and prior years' contribution level.	<u>District Contribution:</u> Equal to 100% of first \$2,500 the EE contributes per calendar year. <u>Max Contribution Limit:</u> \$24,500 - \$49,000 per calendar year depending on age of employee and prior years' contribution level.	<u>District Contribution:</u> Equal to 100% of first \$2,500 the EE contributes per calendar year. <u>Max Contribution Limit:</u> \$24,500 - \$49,000 per calendar year depending on age of employee and prior years' contribution level.	<u>District Contribution:</u> None <u>Max Contribution Limit:</u> \$24,500 - \$49,000 per calendar year depending on age of employee and prior years' contribution level.
SOCIAL SECURITY & MEDICARE (Rates and limits for CY 2026)	<u>Social Security</u> District Contribution: 6.2% of all wages up to \$184,500. Employee Contribution: 6.2% of wages up to \$184,500. <u>Medicare</u> District Contribution: 1.45% of all wages up to \$200,000 and 2.35% of all wages over \$200,000. Employee Contribution: All applicable percentages.	<u>Social Security</u> District Contribution: 6.2% of all wages up to \$184,500. Employee Contribution: 6.2% of wages up to \$184,500. <u>Medicare</u> District Contribution: 1.45% of all wages up to \$200,000 and 2.35% of all wages over \$200,000. Employee Contribution: All applicable percentages.	<u>Social Security</u> District Contribution: 6.2% of all wages up to \$184,500. Employee Contribution: 6.2% of wages up to \$184,500. <u>Medicare</u> District Contribution: 1.45% of all wages up to \$200,000 and 2.35% of all wages over \$200,000. Employee Contribution: All applicable percentages.	<u>Social Security</u> District Contribution: 6.2% of all wages up to \$184,500. Employee Contribution: 6.2% of wages up to \$184,500. <u>Medicare</u> District Contribution: 1.45% of all wages up to \$200,000 and 2.35% of all wages over \$200,000. Employee Contribution: All applicable percentages.	<u>Social Security</u> District Contribution: 6.2% of all wages up to \$184,500. Employee Contribution: 6.2% of wages up to \$184,500. <u>Medicare</u> District Contribution: 1.45% of all wages up to \$200,000 and 2.35% of all wages over \$200,000. Employee Contribution: All applicable percentages.	<u>Social Security</u> District Contribution: 6.2% of all wages up to \$184,500. Employee Contribution: 6.2% of wages up to \$184,500. <u>Medicare</u> District Contribution: 1.45% of all wages up to \$200,000 and 2.35% of all wages over \$200,000. Employee Contribution: All applicable percentages.

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EMPLOYEE LEAVE BANK (Accrued on a per pay period basis)	<table border="1"> <thead> <tr> <th>Years of Service</th> <th>Annual Days</th> </tr> </thead> <tbody> <tr><td>Year 1</td><td>15 days</td></tr> <tr><td>Year 2</td><td>16 days</td></tr> <tr><td>Year 3</td><td>17 days</td></tr> <tr><td>Year 4</td><td>18 days</td></tr> <tr><td>Year 5</td><td>19 days</td></tr> <tr><td>Year 6</td><td>20 days</td></tr> <tr><td>Year 7</td><td>21 days</td></tr> <tr><td>Year 8</td><td>22 days</td></tr> <tr><td>Year 9</td><td>23 days</td></tr> <tr><td>Year 10</td><td>24 days</td></tr> <tr><td>Year 11</td><td>25 days</td></tr> <tr><td>Year 12</td><td>26 days</td></tr> <tr><td>Year 13</td><td>27 days</td></tr> <tr><td>Year 14</td><td>28 days</td></tr> <tr><td>Year 15</td><td>29 days</td></tr> <tr><td>Year 16+</td><td>30 days</td></tr> </tbody> </table>	Years of Service	Annual Days	Year 1	15 days	Year 2	16 days	Year 3	17 days	Year 4	18 days	Year 5	19 days	Year 6	20 days	Year 7	21 days	Year 8	22 days	Year 9	23 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ELB SELLBACK	FT Employee may sell back leave twice per calendar year <u>with a max total of 100 hours.</u> Must have <u>at least 100 hours remaining</u> after each sell back.	FT Employee may sell back leave twice per calendar year with a <u>max total of 100 hours.</u> Must have <u>at least 100 hours remaining</u> after each sell back.	FT Employee may sell back leave twice per calendar year with a <u>max total of 100 hours.</u> Must have <u>at least 100 hours remaining</u> after each sell back.	FT Employee may sell back leave twice per calendar year with a <u>max total of 100 hours.</u> Must have <u>at least 100 hours remaining</u> after each sell back.	FT Employee may sell back leave twice per calendar year with a <u>max total of 100 hours.</u> Must have <u>at least 100 hours remaining</u> after each sell back.	General Manager may <u>sell back max 100 hours</u> from Employee Leave Bank twice per calendar year. Must have <u>at least 100 hours remaining</u> after sell back.																																																																																																																																																																																																																																															
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COMPENSATORY TIME	<p><u>Max Annual Accrual:</u> 100 hours</p> <p><u>Comp Time Bank Cap:</u> No more than 100 hours banked in total for the calendar year.</p>	<p><u>Non-Exempt Employees:</u> <u>Max Annual Accrual:</u> 40 hours</p> <p><u>Comp Time Bank Cap:</u> 40 hours max in comp time bank.</p> <p><u>Exempt Employees:</u> Not eligible</p>	<p><u>Non-Exempt Employees:</u> <u>Max Annual Accrual:</u> 40 hours</p> <p><u>Comp Time Bank Cap:</u> 40 hours max in comp time bank.</p> <p><u>Exempt Employees:</u> Not eligible</p>	<p><u>Non-Exempt Employees:</u> <u>Max Annual Accrual:</u> 40 hours</p> <p><u>Comp Time Bank Cap:</u> 40 hours max in comp time bank.</p> <p><u>Exempt Employees:</u> Not eligible</p>	N/A	N/A																																																																																																																																																																																																																																															
JURY DUTY	Full pay for hours required to serve	Full pay for hours required to serve	Full pay for hours required to serve	Full pay for hours required to serve	Full pay for hours required to serve	Full pay for hours required to serve																																																																																																																																																																																																																																															
BEREAVEMENT LEAVE	Up to 24 scheduled work hours per employee per incident. All leave must be used within 3 months.	Up to 24 scheduled work hours per employee per incident. All leave must be used within 3 months and taken consecutively.	Up to 24 scheduled work hours per employee per incident. All leave must be used within 3 months and taken consecutively.	Up to 24 scheduled work hours per employee per incident. All leave must be used within 3 months and taken consecutively.	Up to 24 scheduled work hours per employee per incident. All leave must be used within 3 months and taken consecutively.	Up to 24 scheduled work hours per employee per incident. All leave must be used within 3 months and taken consecutively.																																																																																																																																																																																																																																															

**DUBLIN SAN RAMON SERVICES DISTRICT
BENEFITS SUMMARY**

BENEFIT	Stationary Engineers, Local 39	International Federation of Professional & Technical Engineers, Local 21	Mid-Management	Unrepresented Managers, Professional, Technical, Administrative & Confidential	Unrepresented Senior Managers	General Manager
CATASTROPHIC LEAVE	<p>Leave Donation: Other employees may donate a max of 40 hours of leave per calendar year to an eligible employee.</p> <p>Employee Eligibility: Must have exhausted leave due to a life threatening or debilitating illness, injury, or condition to either the employee or their spouse or child.</p> <p>Limits: Eligible employee may receive a max of 3 months total leave credits. Amount may be extended on a case-by-case basis up to an overall max of 6 months.</p>	<p>Leave Donation: Other employees may donate a max of 40 hours of leave per calendar year to an eligible employee.</p> <p>Employee Eligibility: Must have exhausted leave due to a life threatening or debilitating illness, injury, or condition to either the employee or their spouse or child.</p> <p>Limits: Eligible employee may receive a max of 3 months total leave credits. Amount may be extended on a case-by-case basis up to an overall max of 6 months.</p>	<p>Leave Donation: Other employees may donate a max of 40 hours of leave per calendar year to an eligible employee.</p> <p>Employee Eligibility: Must have exhausted leave due to a life threatening or debilitating illness, injury, or condition to either the employee or their spouse or child.</p> <p>Limits: Eligible employee may receive a max of 3 months total leave credits. Amount may be extended on a case-by-case basis up to an overall max of 6 months.</p>	<p>Leave Donation: Other employees may donate a max of 40 hours of leave per calendar year to an eligible employee.</p> <p>Employee Eligibility: Must have exhausted leave due to a life threatening or debilitating illness, injury, or condition to either the employee or their spouse or child.</p> <p>Limits: Eligible employee may receive a max of 3 months total leave credits. Amount may be extended on a case-by-case basis up to an overall max of 6 months.</p>	<p>Leave Donation: Other employees may donate a max of 40 hours of leave per calendar year to an eligible employee.</p> <p>Employee Eligibility: Must have exhausted leave due to a life threatening or debilitating illness, injury, or condition to either the employee or their spouse or child.</p> <p>Limits: Eligible employee may receive a max of 3 months total leave credits. Amount may be extended on a case-by-case basis up to an overall max of 6 months.</p>	<p>Leave Donation: Other employees may donate a max of 40 hours of leave per calendar year to an eligible employee.</p> <p>Employee Eligibility: Must have exhausted leave due to a life threatening or debilitating illness, injury, or condition to either the employee or their spouse or child.</p> <p>Limits: Eligible employee may receive a max of 3 months total leave credits. Amount may be extended on a case-by-case basis up to an overall max of 6 months.</p>
PREGNANCY LEAVE & FMLA/CFRA Employee may use accrued leaves in compliance with District rules and Federal and State regulations	Benefit provided per Federal and State regulations	Benefit provided per Federal and State regulations	Benefit provided per Federal and State regulations	Benefit provided per Federal and State regulations	Benefit provided per Federal and State regulations	Benefit provided per Federal and State regulations
WORKERS COMPENSATION Athens	Self-insured Workers Compensation program. Benefits provided consistent with State Law.	Self-insured Workers Compensation program. Benefits provided consistent with State Law.	Self-insured Workers Compensation program. Benefits provided consistent with State Law.	Self-insured Workers Compensation program. Benefits provided consistent with State Law.	Self-insured Workers Compensation program. Benefits provided consistent with State Law.	Self-insured Workers Compensation program. Benefits provided consistent with State Law.
SAFETY SHOE REIMBURSEMENT	Wearing of District approved safety shoes is required.	Paid for by the District if required for position.	Paid for by the District if required for position.	Paid for by the District if required for position.	N/A	N/A
PPE/UNIFORM ALLOWANCE	Paid for by the District if required for position.	Paid for by the District if required for position.	Paid for by the District if required for position.	Paid for by the District if required for position.	N/A	N/A
STANDBY PAY	Assigned EE will receive straight-time pay for standby duty as follows: 3.42 hours for each day of duty. Additional 8.25 hours for each holiday during duty.	N/A	N/A	N/A	N/A	N/A

**DUBLIN SAN RAMON SERVICES DISTRICT
BENEFITS SUMMARY**

BENEFIT	Stationary Engineers, Local 39	International Federation of Professional & Technical Engineers, Local 21	Mid-Management	Unrepresented Managers, Professional, Technical, Administrative & Confidential	Unrepresented Senior Managers	General Manager
OUT-OF-CLASS PAY	EE Paid first step of higher range (at least 5% higher than current salary) during duration of assignment. Must perform full range of duties of a higher classification for more than 1 day.	EE Paid first step of higher range (at least 5% higher than current salary) during duration of assignment. Must perform full range of duties of a higher classification for 3 or more consecutive working days.	EE Paid first step of higher range (at least 5% higher than current salary) during duration of assignment. Must perform full range of duties of a higher classification for 3 or more consecutive working days.	EE Paid first step of higher range (at least 5% higher than current salary) during duration of assignment. Must perform full range of duties of a higher classification for 3 or more consecutive working days.	N/A	N/A
SHIFT DIFFERENTIAL PAY	Additional \$60.00 per shift. Must be regularly assigned to swing or grave shift.	N/A	N/A	N/A	N/A	N/A
CALL BACK - CALLS & ALARMS (Applies to EEs in Field Operations, Mechanical Maint., Electrical Maint., WWTP Operations, Construction Inspector, and IS Technician)	<u>If EE called on regular day off or after work shift, EE shall receive:</u> 2 hours of pay at OT rate for first 2 calls; 1 hour of pay at OT for all calls after first 2 calls. <u>If EE called again after 2 or more hours from initial call, EE shall receive:</u> Additional 2 hours of pay at OT rate for first 2 calls; 1 hour of pay at OT for all calls after first 2 calls.	N/A	N/A	N/A	N/A	N/A
CALL BACK - RETURN TO WORK	<u>EE called back to return to work on regular day off or after work shift, EE shall receive:</u> 2 hours of pay at OT rate	N/A	N/A	N/A	N/A	N/A
ON-THE-JOB MEAL ALLOWANCE	EE called back to return to work on regular day off or before/after work shift, EE shall receive: \$20	N/A	N/A	N/A	N/A	N/A

**DUBLIN SAN RAMON SERVICES DISTRICT
BENEFITS SUMMARY**

BENEFIT	Stationary Engineers, Local 39	International Federation of Professional & Technical Engineers, Local 21	Mid-Management	Unrepresented Managers, Professional, Technical, Administrative & Confidential	Unrepresented Senior Managers	General Manager
CERTIFICATION (Required Certificates)	If exam falls during work hours, EE will receive paid time off, upon approval. 100% District paid for required certificates and renewals if EE passes exam.	District paid for required certificates and renewals. Must be specified in job description or approved by GM.	District paid for required certificates and renewals. Must be specified in job description or approved by GM.	District paid for required certificates and renewals. Must be specified in job description or approved by GM.	Professional Engineer's (PE) License: District will pay for the bi-annual license renewal fee Professional Engineer's (PE) license. Certified Public Accountant (CPA) License: District will pay for the bi-annual license renewal fee for Certified Public Accountant (CPA) license.	N/A
PROFESSIONAL ORGANIZATIONS	Professional / Technical Memberships: District will pay for 2 memberships, if related to EE classification. Professional / Technical Meetings: District will pay for 1 meeting per month, if within greater Bay Area.	Each professional employee is expected to undertake a minimum of 40 hours per year keeping his or her professional skills current	N/A	Professional / Technical Memberships: District will pay for 2 memberships, if related to EE classification. Professional / Technical Meetings: District will pay for 1 meeting per month, if within greater Bay Area.	N/A	N/A
EDUCATION REIMBURSEMENT	Tuition Reimbursement <u>Eligible Fees:</u> Tuition, Registration Fees and Lab Fees connected to course <u>Reimbursement Schedule:</u> 100% for instruction related to current job; 50% for instruction indirectly related to current job <u>Requirements:</u> Grade of "C" or better is required for reimbursement. Special License Pay <u>Water Distribution Certification (D5):</u> For Water/Wastewater Systems Operators <u>WWTP Operator Certification with SWRCB Grade V:</u> For WWTP Operators <u>Payment Amount:</u> \$100 per month	Tuition Reimbursement <u>Eligible Fees:</u> Tuition, Registration Fees and Lab Fees connected to course <u>Reimbursement Schedule:</u> 100% for instruction related to current job; 50% for instruction indirectly related to current job <u>Requirements:</u> Grade of "C" or better is required for reimbursement	Tuition Reimbursement <u>Eligible Fees:</u> Tuition, Registration Fees and Lab Fees connected to course <u>Reimbursement Schedule:</u> 100% for instruction related to current job; 50% for instruction indirectly related to current job <u>Requirements:</u> Grade of "C" or better is required for reimbursement	Tuition Reimbursement <u>Eligible Fees:</u> Tuition, Registration Fees and Lab Fees connected to course <u>Reimbursement Schedule:</u> 100% for instruction related to current job; 50% for instruction indirectly related to current job <u>Requirements:</u> Grade of "C" or better is required for reimbursement	Tuition Reimbursement <u>Eligible Fees:</u> Tuition, Registration Fees and Lab Fees connected to course <u>Reimbursement Schedule:</u> 100% for instruction related to current job; 50% for instruction indirectly related to current job <u>Requirements:</u> Grade of "C" or better is required for reimbursement	Tuition Reimbursement <u>Eligible Fees:</u> Tuition, Registration Fees and Lab Fees connected to course <u>Reimbursement Schedule:</u> 100% for instruction related to current job; 50% for instruction indirectly related to current job <u>Requirements:</u> Grade of "C" or better is required for reimbursement

**DUBLIN SAN RAMON SERVICES DISTRICT
BENEFITS SUMMARY**

BENEFIT	Stationary Engineers, Local 39	International Federation of Professional & Technical Engineers, Local 21	Mid-Management	Unrepresented Managers, Professional, Technical, Administrative & Confidential	Unrepresented Senior Managers	General Manager
COMPUTER LOAN	<p align="center">EE Eligibility: Must be employed by the District at least one year.</p> <p align="center">Max Loan Amount: \$1,500</p> <p align="center">Restrictions: Only one loan for one device at a time. Upon repayment of loan, EE eligible for new loan.</p>					
COMMERCIAL DRIVERS LICENSE	<p>Commerical License - Class A or B: For Mechanic I/II, Mechanic II-Crane Certified & Maintenance Worker I/II</p> <p>Special License pay: \$75.00 per month</p> <p>Requirements: Participation in the District's Commercial Driver Program</p>	N/A	N/A	N/A	N/A	N/A
SEVERANCE	N/A	N/A	N/A	N/A	<p>The District will pay for all: 4 month's salary lump sum payment 4 month's COBRA premiums for health, dental and vision.</p>	<p>The District wil pay: 6 month's salary lump sum payment 6 month's COBRA premiums for health, dental and vision.</p>

DISCLAIMER: This guide to benefits is informational only, and may not supersede the District's Memoranda of Understanding, Personal Service Agreements, and/or group benefit plan documents.