

**DUBLIN SAN RAMON SERVICES DISTRICT
BENEFITS SUMMARY**

BENEFIT	Stationary Engineers, Local 39	Professional	Confidential	Mid-Management	Department Directors	Assistant General Manager	General Manager																																																
TERM OF AGREEMENT	12/18/17 - 12/12/21	12/18/17 - 12/12/21	12/18/17 - 4/30/22	12/18/17 - 12/12/21	For ASD: 9/26/16 - Indefinite For ESD: 7/20/16 - Indefinite For OD: 12/5/16 - Indefinite	3/2/20 - Indefinite	4/6/16 - Indefinite																																																
SCHEDULED SALARY INCREASES	<u>Cost of Living Adjustments:</u> 12/18/17: 2.75% 12/17/18: 2.75% 12/16/19: 2.75% 12/14/20: 2.75% Per MOU, COLA increases effective on the first day of the first pay period of calendar years 2018 - 2021	<u>Cost of Living Adjustments:</u> 12/18/17: 2.75% 12/17/18: 2.75% 12/16/19: 2.75% 12/14/20: 2.75% Per MOU, COLA increases effective on the first day of the first pay period of calendar years 2018 - 2021	<u>Cost of Living Adjustments:</u> 12/18/17: 2.75% 12/17/18: 2.75% 12/16/19: 2.75% 12/14/20: 2.75% Per MOU, COLA increases effective on the first day of the first pay period of calendar years 2018 - 2021	<u>Cost of Living Adjustments:</u> 12/18/17: 2.75% 12/17/18: 2.75% 12/16/19: 2.75% 12/14/20: 2.75% Per MOU, COLA increases effective on the first day of the first pay period of calendar years 2018 - 2021	<u>Cost of Living Adjustments:</u> 12/18/17: 2.75% 12/17/18: 2.75% 12/16/19: 2.75% 12/14/20: 2.75% Per PSA, COLA increases effective on the first day of the first pay period of calendar years 2018 - 2021	<u>Cost of Living Adjustments:</u> 12/14/20: 2.75% Per PSA, COLA increases effective on the first day of the first pay period of calendar year 2021	<u>Cost of Living Adjustments:</u> 1/17/18: 2.75% 12/17/18: 2.75% 12/16/19: 2.75% 12/14/20: Up to 2.75% Per PSA, COLA increases effective on the first day of the first pay period of calendar years 2019 - 2021																																																
PERFORMANCE BASED SALARY ADJUSTMENT	<table border="0"> <tr> <td><u>Current Step</u></td> <td><u>Time Before Eligible for Next Step</u></td> </tr> <tr> <td>A</td> <td>12 Months</td> </tr> <tr> <td>B</td> <td>12 Months</td> </tr> <tr> <td>C</td> <td>12 Months</td> </tr> <tr> <td>D</td> <td>12 Months</td> </tr> <tr> <td>E</td> <td>-----</td> </tr> </table> <p>All increases are <u>merit based</u> (determined by performance)</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	-----	<table border="0"> <tr> <td><u>Current Step</u></td> <td><u>Time Before Eligible for Next Step</u></td> </tr> <tr> <td>A</td> <td>12 Months</td> </tr> <tr> <td>B</td> <td>12 Months</td> </tr> <tr> <td>C</td> <td>12 Months</td> </tr> <tr> <td>D</td> <td>12 Months</td> </tr> <tr> <td>E</td> <td>-----</td> </tr> </table> <p>All increases are <u>merit based</u> (determined by performance)</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	-----	<table border="0"> <tr> <td><u>Current Step</u></td> <td><u>Time Before Eligible for Next Step</u></td> </tr> <tr> <td>A</td> <td>12 Months</td> </tr> <tr> <td>B</td> <td>12 Months</td> </tr> <tr> <td>C</td> <td>12 Months</td> </tr> <tr> <td>D</td> <td>12 Months</td> </tr> <tr> <td>E</td> <td>-----</td> </tr> </table> <p>All increases are <u>merit based</u> (determined by performance)</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	-----	<table border="0"> <tr> <td><u>Current Step</u></td> <td><u>Time Before Eligible for Next Step</u></td> </tr> <tr> <td>A</td> <td>12 Months</td> </tr> <tr> <td>B</td> <td>12 Months</td> </tr> <tr> <td>C</td> <td>12 Months</td> </tr> <tr> <td>D</td> <td>12 Months</td> </tr> <tr> <td>E</td> <td>-----</td> </tr> </table> <p>All increases are <u>merit based</u> (determined by performance)</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>For ASD: Per PSA, 3% increase effective on the first day of the first pay period of calendar years 2018 - 2019. All increases are <u>merit based</u> (determined by performance)</p> <p>For ESD: Per PSA, 2% increase effective on the first day of the first pay period of calendar years 2018 - 2019. All increases are <u>merit based</u> (determined by performance)</p> <p>For OD: Per PSA, 6.1% increase effective on the first day of the first pay period of calendar year 2018; 5% increase effective on the first day of the first pay period of calendar year 2019. All increases are <u>merit based</u> (determined by performance)</p>	<p>Merit Increases: 1/17/18: 3.25% 12/17/18: 2.25% 12/16/19: Up to 1.0% 12/14/20: None</p> <p>Merit Increase: Per PSA, 5% increase effective on the first day of the first pay period of calendar years 2021 - 2023. All increases are <u>merit based</u> (determined by performance)</p>	<p>Merit Increases: 1/17/18: 3.25% 12/17/18: 2.25% 12/16/19: Up to 1.0% 12/14/20: None</p> <p>Annual increase is merit based as determined by the Board.</p> <p>Effective the first day of the first pay period of the Calendar Year 2017, 2018, and 2019.</p>
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EMPLOYEE ORGANIZATION DUES	Yes; MOU Section 2.1	No	No	No	No	No	No																																																
SHARE THE SAVINGS (in lieu of medical)	<u>Per Month</u> \$350 to EE's 457(b) Deferred Compensation Account	<u>Per Month</u> \$350 to EE's 457(b) Deferred Compensation Account	<u>Per Month</u> \$350 to EE's 457(b) Deferred Compensation Account	<u>Per Month</u> \$350 to EE's 457(b) Deferred Compensation Account	<u>Per Month</u> \$350 to EE's 457(b) Deferred Compensation Account	<u>Per Month</u> \$350 to EE's 457(b) Deferred Compensation Account	<u>Per Month</u> \$350 to EE's 457(b) Deferred Compensation Account																																																

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MEDICAL - through CalPERS (Rates for 2021) 8 HMOs 3 PPOs	<u>ER Max Contribution Per Month</u> Employee Only - \$797.00 Employee + 1 - \$1,594.00 Employee + Family - \$2,072.00	<u>ER Max Contribution Per Month</u> Employee Only - \$797.00 Employee + 1 - \$1,594.00 Employee + Family - \$2,072.00	<u>ER Max Contribution Per Month</u> Employee Only - \$797.00 Employee + 1 - \$1,594.00 Employee + Family - \$2,072.00	<u>ER Max Contribution Per Month</u> Employee Only - \$797.00 Employee + 1 - \$1,594.00 Employee + Family - \$2,072.00	<u>ER Max Contribution Per Month</u> Employee Only - \$797.00 Employee + 1 - \$1,594.00 Employee + Family - \$2,072.00	<u>ER Max Contribution Per Month</u> Employee Only - \$797.00 Employee + 1 - \$1,594.00 Employee + Family - \$2,072.00	<u>ER Max Contribution Per Month</u> Employee Only - \$797.00 Employee + 1 - \$1,594.00 Employee + Family - \$2,072.00																																																																																																																																																																								
RETIREE MEDICAL INSURANCE (Vested) Must have at least 5 years of service with the District	<table border="0"> <thead> <tr> <th><u>Years of PERS Service</u></th> <th><u>% District Contribution</u></th> </tr> </thead> <tbody> <tr><td>10 years</td><td>50%</td></tr> <tr><td>11 years</td><td>55%</td></tr> <tr><td>12 years</td><td>60%</td></tr> <tr><td>13 years</td><td>65%</td></tr> <tr><td>14 years</td><td>70%</td></tr> <tr><td>15 years</td><td>75%</td></tr> <tr><td>16 years</td><td>80%</td></tr> <tr><td>17 years</td><td>85%</td></tr> <tr><td>18 years</td><td>90%</td></tr> <tr><td>19 years</td><td>95%</td></tr> <tr><td>20 years</td><td>100%</td></tr> </tbody> </table>	<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%	<table border="0"> <thead> <tr> <th><u>Years of PERS Service</u></th> <th><u>% District Contribution</u></th> </tr> </thead> 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RETIREE MEDICAL INSURANCE (Non-Vested)	<u>ER Max Contribution Per Month</u> Employee Only - \$797.00 Employee + 1 - \$1,594.00 Employee + Family - \$2,072.00	<u>ER Max Contribution Per Month</u> Employee Only - \$797.00 Employee + 1 - \$1,594.00 Employee + Family - \$2,072.00	<u>ER Max Contribution Per Month</u> Employee Only - \$797.00 Employee + 1 - \$1,594.00 Employee + Family - \$2,072.00	<u>ER Max Contribution Per Month</u> Employee Only - \$797.00 Employee + 1 - \$1,594.00 Employee + Family - \$2,072.00	<u>ER Max Contribution Per Month</u> Employee Only - \$797.00 Employee + 1 - \$1,594.00 Employee + Family - \$2,072.00	<u>N/A</u>	<u>N/A</u>																																																																																																																																																																								
DENTAL Delta Dental Premier and Delta Dental PPO Network	<u>Contribution Per Month</u> Employee Only - \$54.30 Employee + 1 - \$98.40 Employee + Family - \$158.80 100% District Paid	<u>Contribution Per Month</u> Employee Only - \$54.30 Employee + 1 - \$98.40 Employee + Family - \$158.80 100% District Paid	<u>Contribution Per Month</u> Employee Only - \$54.30 Employee + 1 - \$98.40 Employee + Family - \$158.80 100% District Paid	<u>Contribution Per Month</u> Employee Only - \$54.30 Employee + 1 - \$98.40 Employee + Family - \$158.80 100% District Paid	<u>Contribution Per Month</u> Employee Only - \$54.30 Employee + 1 - \$98.40 Employee + Family - \$158.80 100% District Paid	<u>Contribution Per Month</u> Employee Only - \$54.30 Employee + 1 - \$98.40 Employee + Family - \$158.80 100% District Paid	<u>Contribution Per Month</u> Employee Only - \$54.30 Employee + 1 - \$98.40 Employee + Family - \$158.80 100% 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	None	None	None																																																																																																																																																																								
VISION	<u>Contribution Per Month</u> Employee Only - \$12.67 Employee + 1 - \$19.68 Employee + Family - \$31.22 100% District Paid	<u>Contribution Per Month</u> Employee Only - \$12.67 Employee + 1 - \$19.68 Employee + Family - \$31.22 100% District Paid	<u>Contribution Per Month</u> Employee Only - \$12.67 Employee + 1 - \$19.68 Employee + Family - \$31.22 100% District Paid	<u>Contribution Per Month</u> Employee Only - \$12.67 Employee + 1 - \$19.68 Employee + Family - \$31.22 100% District Paid	<u>Contribution Per Month</u> Employee Only - \$12.67 Employee + 1 - \$19.68 Employee + Family - \$31.22 100% District Paid	<u>Contribution Per Month</u> Employee Only - \$12.67 Employee + 1 - \$19.68 Employee + Family - \$31.22 100% District Paid	<u>Contribution Per Month</u> Employee Only - \$12.67 Employee + 1 - \$19.68 Employee + Family - \$31.22 100% District Paid																																																																																																																																																																								
RETIREE VISION	None	None	None	None	None	None	None																																																																																																																																																																								

**DUBLIN SAN RAMON SERVICES DISTRICT
BENEFITS SUMMARY**

BENEFIT	Stationary Engineers, Local 39	Professional	Confidential	Mid-Management	Department Directors	Assistant General Manager	General Manager
LIFE & AD&D INSURANCE	<p>Basic Life 1X annual base salary, max of \$50,000. 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>	<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>	<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>	<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: \$2,750</p> <p>Dependent Care Annual Max: \$5,000</p>	<p>Medical Annual Max: \$2,750</p> <p>Dependent Care Annual Max: \$5,000</p>	<p>Medical Annual Max: \$2,750</p> <p>Dependent Care Annual Max: \$5,000</p>	<p>Medical Annual Max: \$2,750</p> <p>Dependent Care Annual Max: \$5,000</p>	<p>Medical Annual Max: \$2,750</p> <p>Dependent Care Annual Max: \$5,000</p>	<p>Medical Annual Max: \$2,750</p> <p>Dependent Care Annual Max: \$5,000</p>	<p>Medical Annual Max: \$2,750</p> <p>Dependent Care Annual Max: \$5,000</p>
TRANSIT REIMBURSEMENT ACCOUNT	<p>Transit Passes/Van Pooling Monthly Max: \$270.00</p> <p>Qualified Parking Monthly Max: \$270.00</p>	<p>Transit Passes/Van Pooling Monthly Max: \$270.00</p> <p>Qualified Parking Monthly Max: \$270.00</p>	<p>Transit Passes/Van Pooling Monthly Max: \$270.00</p> <p>Qualified Parking Monthly Max: \$270.00</p>	<p>Transit Passes/Van Pooling Monthly Max: \$270.00</p> <p>Qualified Parking Monthly Max: \$270.00</p>	<p>Transit Passes/Van Pooling Monthly Max: \$270.00</p> <p>Qualified Parking Monthly Max: \$270.00</p>	<p>Transit Passes/Van Pooling Monthly Max: \$270.00</p> <p>Qualified Parking Monthly Max: \$270.00</p>	<p>Transit Passes/Van Pooling Monthly Max: \$270.00</p> <p>Qualified Parking Monthly Max: \$270.00</p>
EMPLOYEE ASSISTANCE PROGRAM (EAP) Claremont EAP	<p>Available to employees and their eligible dependents.</p> <p>100% District Paid Monthly Premium: \$3.75</p>	<p>Available to employees and their eligible dependents.</p> <p>100% District Paid Monthly Premium: \$3.75</p>	<p>Available to employees and their eligible dependents.</p> <p>100% District Paid Monthly Premium: \$3.75</p>	<p>Available to employees and their eligible dependents.</p> <p>100% District Paid Monthly Premium: \$3.75</p>	<p>Available to employees and their eligible dependents.</p> <p>100% District Paid Monthly Premium: \$3.75</p>	<p>Available to employees and their eligible dependents.</p> <p>100% District Paid Monthly Premium: \$3.75</p>	<p>Available to employees and their eligible dependents.</p> <p>100% District Paid Monthly Premium: \$3.75</p>

**DUBLIN SAN RAMON SERVICES DISTRICT
BENEFITS SUMMARY**

BENEFIT	Stationary Engineers, Local 39	Professional	Confidential	Mid-Management	Department Directors	Assistant General Manager	General Manager
CaPERS DEFINED BENEFIT PENSION PLAN	<p>Classic Members 2.7% at 55 EE Contribution: 10% (8% EE + 2% ER = 10% Total) ER Contribution: 12.02% (14.02% - 2% Cost Share = 12.02%)</p> <p>New Members 2% at 62 EE Contribution: 6.75% ER Contribution: 7.59%</p>	<p>Classic Members 2.7% at 55 EE Contribution: 10% (8% EE + 2% ER = 10% Total) ER Contribution: 12.02% (14.02% - 2% Cost Share = 12.02%)</p> <p>New Members 2% at 62 EE Contribution: 6.75% ER Contribution: 7.59%</p>	<p>Classic Members 2.7% at 55 EE Contribution: 10% (8% EE + 2% ER = 10% Total) ER Contribution: 12.02% (14.02% - 2% Cost Share = 12.02%)</p> <p>New Members 2% at 62 EE Contribution: 6.75% ER Contribution: 7.59%</p>	<p>Classic Members 2.7% at 55 EE Contribution: 10% (8% EE + 2% ER = 10% Total) ER Contribution: 12.02% (14.02% - 2% Cost Share = 12.02%)</p> <p>New Members 2% at 62 EE Contribution: 6.75% ER Contribution: 7.59%</p>	<p>Classic Members 2.7% at 55 EE Contribution: 10% (8% EE + 2% ER = 10% Total) ER Contribution: 12.02% (14.02% - 2% Cost Share = 12.02%)</p> <p>New Members 2% at 62 EE Contribution: 6.75% ER Contribution: 7.59%</p>	<p>Classic Members 2.7% at 55 EE Contribution: 10% (8% EE + 2% ER = 10% Total) ER Contribution: 12.02% (14.02% - 2% Cost Share = 12.02%)</p> <p>New Members 2% at 62 EE Contribution: 6.75% ER Contribution: 7.59%</p>	<p>Classic Members 2.7% at 55 EE Contribution: 10% (8% EE + 2% ER = 10% Total) ER Contribution: 12.02% (14.02% - 2% Cost Share = 12.02%)</p> <p>New Members 2% at 62 EE Contribution: 6.75% ER Contribution: 7.59%</p>
DEFERRED COMPENSATION 457 PLAN (ICMA-RC)	<p>District Contribution: Equal to 100% of first \$2,500 the EE contributes per calendar year.</p> <p>Max Contribution Limit: \$19,500 - \$39,000 per calendar year depending on age of employee and prior years' contribution level.</p>	<p>District Contribution: Equal to 100% of first \$2,500 the EE contributes per calendar year.</p> <p>Max Contribution Limit: \$19,500 - \$39,000 per calendar year depending on age of employee and prior years' contribution level.</p>	<p>District Contribution: Equal to 100% of first \$2,500 the EE contributes per calendar year.</p> <p>Max Contribution Limit: \$19,500 - \$39,000 per calendar year depending on age of employee and prior years' contribution level.</p>	<p>District Contribution: Equal to 100% of first \$2,500 the EE contributes per calendar year.</p> <p>Max Contribution Limit: \$19,500 - \$39,000 per calendar year depending on age of employee and prior years' contribution level.</p>	<p>District Contribution: Equal to 100% of first \$2,500 the EE contributes per calendar year.</p> <p>Max Contribution Limit: \$19,500 - \$39,000 per calendar year depending on age of employee and prior years' contribution level.</p>	<p>District Contribution: None</p> <p>Max Contribution Limit: \$19,500 - \$39,000 per calendar year depending on age of employee and prior years' contribution level.</p>	<p>District Contribution: None</p> <p>Max Contribution Limit: \$19,500 - \$39,000 per calendar year depending on age of employee and prior years' contribution level.</p>
SOCIAL SECURITY & MEDICARE (Rates and limits for CY 2021)	<p>Social Security District Contribution: 6.2% of all wages up to \$142,800. Employee Contribution: 6.2% of wages up to \$142,800.</p> <p>Medicare 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.</p>	<p>Social Security District Contribution: 6.2% of all wages up to \$142,800. Employee Contribution: 6.2% of wages up to 142,800.</p> <p>Medicare 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.</p>	<p>Social Security District Contribution: 6.2% of all wages up to 142,800. Employee Contribution: 6.2% of wages up to 142,800.</p> <p>Medicare 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.</p>	<p>Social Security District Contribution: 6.2% of all wages up to 142,800. Employee Contribution: 6.2% of wages up to 142,800.</p> <p>Medicare 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.</p>	<p>Social Security District Contribution: 6.2% of all wages up to 142,800. Employee Contribution: 6.2% of wages up to 142,800.</p> <p>Medicare 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.</p>	<p>Social Security District Contribution: 6.2% of all wages up to \$142,800. Employee Contribution: 6.2% of wages up to 142,800.</p> <p>Medicare 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.</p>	<p>Social Security District Contribution: 6.2% of all wages up to 142,800. Employee Contribution: 6.2% of wages up to \$142,800.</p> <p>Medicare 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.</p>

**DUBLIN SAN RAMON SERVICES DISTRICT
BENEFITS SUMMARY**

BENEFIT	Stationary Engineers, Local 39	Professional	Confidential	Mid-Management	Department Directors	Assistant General Manager	General Manager																																																																																																																																																																																																																																																
EMPLOYEE LEAVE BANK (Accrued on a per pay period basis)	<p align="center">Calendar Year 2021</p> <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 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ELB SELLBACK	FT Employee may sell back leave twice per calendar year with a max total of 80 hours. Must have at least 80 hours remaining after each sell back.	FT Employee may sell back leave twice per calendar year with a max total of 80 hours. Must have at least 80 hours remaining after each sell back.	FT Employee may sell back leave twice per calendar year with a max total of 80 hours. Must have at least 80 hours remaining after each sell back.	FT Employee may sell back leave twice per calendar year with a max total of 80 hours. Must have at least 80 hours remaining after each sell back.	Department Directors may sell back max 80 hours from Employee Leave Bank twice per calendar year. Must have at least 80 hours remaining after each sell back.	Assistant General Manager may sell back max 80 hours from Employee Leave Bank once per calendar year. Must have at least 80 hours remaining after sell back.	General Manager may sell back max 80 hours from Employee Leave Bank once per calendar year. For Calendar Year 2021, General Manager may sell back max 160 hours from Employee Leave Bank once per calendar year. Must have at least 80 hours remaining after sell back.																																																																																																																																																																																																																																																
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COMPENSATORY TIME	Max Annual Accrual: 80 hours Comp Time Bank Cap: No more than 80 hours banked in total for the calendar year.	Non-Exempt Employees: Max Annual Accrual: 40 hours Comp Time Bank Cap: 40 hours max in comp time bank. Exempt Employees: Not eligible	Non-Exempt Employees: Max Annual Accrual: 60 hours Comp Time Bank Cap: 60 hours max in comp time bank. Exempt Employees: Not eligible	N/A	N/A	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	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.	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	Professional	Confidential	Mid-Management	Department Directors	Assistant General Manager	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>	<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	Benefit provided per Federal and State regulations
WORKERS COMPENSATION York Insurance Services	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.	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	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	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	N/A

**DUBLIN SAN RAMON SERVICES DISTRICT
BENEFITS SUMMARY**

BENEFIT	Stationary Engineers, Local 39	Professional	Confidential	Mid-Management	Department Directors	Assistant General Manager	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 5 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 5 or more consecutive working days.	During duration fo assignment, EE Paid first step of higher MEBU classification range (at least 5% higher than current salary) or 5% differential above current salary if assigned to a Senior Manger position. Must perform full range of duties of a higher classification for 5 or more consecutive working days.	N/A	N/A	N/A
SHIFT DIFFERENTIAL PAY	Additional \$52.00 per shift. Must be regularly assigned to swing or grave shift.	N/A	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	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	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:	N/A	N/A	N/A	N/A	N/A	N/A
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.	N/A	District paid for required certificates and renewals. Must be specified in job description or approved by GM.	<u>For ASD:</u> District will pay for the bi-annual license renewal fee for Certified Public Accountant (CPA) license. <u>For OD:</u> District will pay for the bi-annual license renewal fee for SWRCB Treatment Plant Operator Grade V Certification.	District will pay for the bi-annual license renewal for Professional Engineer's (PE) license.	N/A

**DUBLIN SAN RAMON SERVICES DISTRICT
BENEFITS SUMMARY**

BENEFIT	Stationary Engineers, Local 39	Professional	Confidential	Mid-Management	Department Directors	Assistant General Manager	General Manager
PROFESSIONAL ORGANIZATIONS	<p>Professional / Technical Memberships: District will pay for 2 memberships, if related to EE classification.</p> <p>Professional / Technical Meetings: District will pay for 1 meeting per month, if within greater Bay Area.</p>	Each professional employee is expected to undertake a minimum of 40 hours per year keeping his or her professional skills current	<p>Professional / Technical Memberships: District will pay for 2 memberships, if related to EE classification.</p> <p>Professional / Technical Meetings: District will pay for 1 meeting per month, if within greater Bay Area.</p>	N/A	N/A	N/A	N/A
EDUCATION REIMBURSEMENT	<p>Eligible Fees: Tuition, Registration Fees and Lab Fees connected to the course.</p> <p>Reimbursement Schedule: 100% for instruction related to current job. 50% for instruction indirectly related to current job.</p> <p>Requirements: Grade of "C" or better is required for reimbursement.</p>						
COMPUTER LOAN	<p>EE Eligibility: Must be employed by the District at least one year.</p> <p>Max Loan Amount: \$1,500</p> <p>Restrictions: Only one loan for one device at a time. Upon repayment of loan, EE eligible for new loan.</p>						
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 will pay: 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.