CITY OF MOUNTAIN VIEW FISCAL YEAR 2024-25—COMPARISON OF BENEFITS BY ASSOCIATION GROUPS EFFECTIVE JULY 1, 2024

BENEFITS	POLICE OFFICERS ASSOCIATION (POA)	MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS (MVFF)	SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
MOU TERM	07/01/24–06/30/27	07/01/24–06/30/27	07/01/24–06/30/27	07/01/24–06/30/27	Council Resolution covering 07/01/24–06/30/27	Council Resolution covering 07/01/24–06/30/27	Council Resolution covering 07/01/24– 06/30/27	Council Resolution covering 07/01/24–06/30/27
COLA/EQUITY ⁽¹⁾ *	Sworn FY 17-18 4%(3)(4) FY 18-19 3%/1% FY 19-20 3.5%/2%(2) FY 20-21 4%(6) FY 21-22 3%(8) FY 22-23 5%(8) FY 23-24 4%(8) FY 25-26 3%/1% FY26-27 3%/1% Nonsworn FY 17-18 4%(2)(3) FY 18-19 3%(2) FY 20-21 3%(2) FY 20-21 3%(2) FY 21-22 3%(8) FY 22-23 5%(8) FY 23-24 4%(8) FY 24-25 4%(10) FY 25-26 3% FY 26-27 3%	FY 17-18 4% ⁽³⁾ FY 18-19 3%/1% FY 19-20 4.5%/1% ⁽⁴⁾ FY 20-21 4% ⁽⁶⁾ FY 21-22 3% ⁽⁸⁾ FY 22-23 5% ⁽⁸⁾ FY 23-24 4% ⁽⁸⁾ FY 24-25 4%/1% FY 25-26 3%/1% FY 26-27 3%/1%	FY 17-18 4% ⁽²⁾⁽³⁾ FY 18-19 4% ⁽²⁾ FY 19-20 3% ⁽²⁾ FY 20-21 3% ⁽²⁾ FY 21-22 3% ⁽⁸⁾ FY 22-23 5% ⁽⁸⁾ FY 23-24 4% ⁽⁸⁾ FY 24-25 4% FY 25-26 3% FY 26-27 3%	FY 17-18 4% ⁽²⁾⁽³⁾⁽⁵⁾ FY 18-19 4% ⁽²⁾⁽⁵⁾ FY 19-20 3% FY 20-21 3% ⁽²⁾ FY 21-22 3% ⁽⁸⁾ FY 22-23 5% ⁽⁸⁾ FY 23-24 4% ⁽⁸⁾ FY 24-25 4% FY 25-26 3% FY 26-27 3%	FY 17-18 4% ⁽³⁾ FY 18-19 3%/1% FY 19-20 3.5%/2% ⁽⁴⁾ FY 20-21 4% ⁽⁶⁾ FY 21-22 3% ⁽⁸⁾ FY 22-23 5% ⁽⁸⁾ FY 23-24 4% ⁽⁸⁾ FY 24-25 4%/1% FY 25-26 3%/1% FY 26-27 3%/1%	FY 17-18 4% ⁽³⁾⁽⁴⁾ FY 18-19 4% ⁽⁴⁾ FY 19-20 3% ⁽⁴⁾ FY 20-21 4% ⁽⁶⁾ FY 21-22 3% ⁽⁸⁾ FY 22-23 5% ⁽⁸⁾ FY 23-24 4% ⁽⁸⁾ FY 24-25 4%/1% FY 25-26 3%/1% FY 26-27 3%/1%	FY 17-18 4% ⁽²⁾⁽³⁾ FY 18-19 4% ⁽²⁾ FY 19-20 3% ⁽²⁾ FY 20-21 3% ⁽²⁾ FY 21-22 3% ⁽⁸⁾ FY 22-23 5% ⁽⁸⁾ FY 23-24 4% ⁽⁸⁾ FY 24-25 4% FY 25-26 3% FY 26-27 3%	Department Heads FY 17-18 4%(2)(3) FY 18-19 4%(2) FY 19-20 3%(2) FY 20-21 3%(2) FY 21-22 3%(8) FY 22-23 5%(8) FY 22-23 5%(8) FY 24-25 4% FY 25-26 3% FY 26-27 3% Fire Chief FY 17-18 4%(2)(3) FY 18-19 4%(2) FY 20-21 3%(6) FY 21-22 3%(8) FY 22-23 5%(8) FY 22-23 5%(8) FY 22-23 5%(8) FY 22-23 5%(8) FY 25-26 3%/1% FY 18-19 3%/1%(2) FY 19-20 3.5%/2%(4) FY 20-21 4%(6) FY 21-22 3%(8) FY 22-23 5%(8) FY 22-23 5%(8) FY 22-23 5%(8) FY 23-24 4%(8) FY 26-27 3%/1% FY 27-28 3%(8) FY 28-29 3%(8) FY 29-20 3.5%/2%(4) FY 20-21 4%(6) FY 21-22 3%(8) FY 22-23 5%(8) FY 22-25 4%/1% FY 26-27 3%/1%

^{*} For footnotes, see Page 2.

NOTE: This document is an internal City working document and are summaries only. In case of questions or discrepancies, refer to appropriate MOU (POA/MVFF/SEIU/EAGLES). In case of Unrepresented personnel, refer to appropriate documentation, such as Council Resolutions or other reference documents.

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BENEFITS	POLICE OFFICERS ASSOCIATION (POA)	MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS (MVFF)	SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
COLA/EQUITY (continued)								City Attorney FY 21-22 New Appointment FY 22-23 5% ⁽⁸⁾ FY 23-24 4% ⁽⁸⁾ FY 24-25 4% FY 25-26 3% FY 26-27 3% City Clerk FY 20-21 New Appointment FY 21-22 3% COLA ⁽⁸⁾ FY 22-23 5% ⁽⁸⁾ COLA + 3% merit FY 23-24 4% ⁽⁸⁾ FY 24-25 4% FY 25-26 3% FY 26-27 3% City Manager FY 19-20 New Appointment FY 20-21 3% COLA ⁽⁷⁾ FY 21-22 3% COLA ⁽⁷⁾ FY 21-22 3% COLA + 4% merit FY 23-24 4% ⁽⁸⁾ FY 22-23 5% ⁽⁸⁾ COLA + 4% merit FY 23-24 4% ⁽⁸⁾ FY 24-25 4% FY 25-26 3%
AUTO	N/A	N/A	N/A	N/A	Police Captains Allowed to drive their assigned vehicles to and from work.	N/A	N/A	FY 26-27 3% Police Chief and Fire Chief Provided with a vehicle for work and personal use.

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- PERS employer rate and cost-share information is found under the "Public Employees Retirement System (PERS)" section listed below. COLA and equity adjustments for Fiscal Year (FY) 2022-23, effective June 26, 2022.
- Employees covered under the MOU or resolution as of July 1 each year receive a leave bank of 21 leave hours (equivalent to approximately 1%) to be used or cashed out annually. For FY 2020-21, employees covered under the MOU or resolution receive the hours in the pay period including June 28.
- (3) For FY 2016-17 and 2017-18, all employees received a one-time lump sum bonus granted by the City Council.
- For FY 2017-18, 2018-19, and 2019-20, employees as of July 1 each year receive a leave bank equivalent to approximately 1% (44 hours for shifted employees; 31 hours for 40-hour employees) to be used or cashed out annually.
- For FY 2017-18, COLA effective date is 10/08/17. In addition to the 21-hour leave bank, employees received 10 hours of additional leave in FY 2017-18 and will receive 11 hours of additional leave in FY 2018-19.
- For FY 2020-21, employees covered under the MOU or resolution during the pay period including June 28 receive a leave bank of 42 leave hours for employees on a 40-hour schedule or 59 hours for unrepresented Fire Managers and IAFF members on a shifted schedule to be used or cashed out annually.
- For FY 2020-21, Council appointees received a leave bank of 40 hours for employees to be used or cashed on out in 2021.
- For FY 2021-22 and FY 2022-23, employees covered under the MOU or resolution during the pay period including July 1 will receive a one-time lump sum payment of \$2,750, with the exception of IAFF members, who will receive one-time leave hours of equivalent value (50 hours for shifted employees and 35 hours for employees on a 40-hour schedule).
- ⁽⁹⁾ Effective June 23, 2024, current sworn bargaining unit members who can demonstrate at least five (5) years of service as an 830.1 Peace Officer prior to being hired by the City will receive a one-time contribution of forty (40) hours of vacation.
- Nonsworn members who are City employees on the date of City Council adoption of the MOU in 2024 will receive a one-time contribution of forty (40) hours of leave time. This will take place again during the first full pay period in July 2025 and the first full pay period in July 2026.
- For FY 2024-25, FY 2025-26, and FY 2026-27, employees covered under the MOU or resolution during the pay period including July 1 will receive a one-time lump sum payment of \$2,500 into a pretax deferred compensation account.

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BENEFITS	POLICE OFFICERS ASSOCIATION (POA)	MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS (MVFF)	SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
BEREAVEMENT LEAVE	3 City-paid shifts for each	3 City-paid calendar days	3 City-paid days (24 hours	3 City-paid days (24 hours	3 City-paid shifts for each		3 City-paid days (24 hours	3 City-paid days (24 hours
DEILEAVEIVIEIVI EEAVE	instance of death of an	for each instance of	total) for each instance of	total) for each instance of	instance of death of an	total) for each instance of	total) for each instance of	total) for each instance of
Prorated for regular	immediate family	death of an immediate	death of an immediate	death of an immediate	immediate family	death of an immediate	death of an immediate	death of an immediate
part-time employees.	member: spouse, parent,	family member: spouse,	family member (3 City-	family member: spouse,	member: spouse, parent,	family member: spouse,	family member: spouse,	family member: spouse,
part-time employees.	stepparent, sibling,	parent, stepparent,	paid shifts for public	parent, stepparent,	stepparent, sibling,	parent, stepparent,	parent, stepparent,	parent, stepparent,
	stepsibling, child,	sibling, stepsibling, child,	safety dispatchers):	sibling, stepsibling, child,	stepsibling, child,	sibling, stepsibling, child,	sibling, stepsibling, child,	sibling, stepsibling, child,
	stepchild, parent-in-law,	stepchild, parent-in-law,	spouse, parent,	stepchild, parent-in-law,	stepchild, parent-in-law,	stepchild, parent-in-law,	stepchild, parent-in-law,	stepchild, parent-in-law,
	grandparent, grandchild,	grandparent, grandchild,	stepparent, sibling,	grandparent, grandchild,	grandparent, grandchild,	grandparent, grandchild,	grandparent, grandchild,	grandparent, grandchild,
	or registered domestic	or registered domestic	stepsibling, child,	or registered domestic	or registered domestic	or registered domestic	or registered domestic	or registered domestic
	partner.	partner.	stepchild, parent-in-law,	partner.	partner.	partner.	partner.	partner.
		•	grandparent, grandchild,	'		•	·	'
	One additional City-paid	(2 City-paid shifts for	or registered domestic	One additional City-paid	One additional City-paid	Shift BCs	One additional City-paid	One additional City-paid
	shift granted if out-of-	Suppression personnel)	partner.	day (8 hours) granted if	shift granted if out-of-	3 City-paid shifts	day granted if out-of-	day granted if out-of-
	State (or in excess of			out-of-State (or in excess	State (or in excess of	(72 hours)	State (or in excess of	State (or in excess of
	300-mile radius, one way)	Following 30 days of	One additional City-paid	of 300-mile radius, one	300-mile radius, one way)		300-mile radius, one way)	300-mile radius, one way
	travel required.	employment, may take	day (shift for public	way) travel required.	travel required.	One additional paid day	travel required.	travel required.
		up to 2 additional days	safety dispatchers)			granted if out-of-State (or		
	Following 30 days of	(3 shifts for Suppression	granted if out-of-State (or	Following 30 days of	Following 30 days of	in excess of 300-mile	Following 30 days of	Following 30 days of
	employment, may take	personnel) for each	in excess of 300-mile	employment, may take	employment, may take	radius, one way) travel	employment, may take	employment, may take
	up to 2 additional days	instance of bereavement	radius, one way) travel	up to 2 additional days	up to 2 additional days	required.	up to 2 additional days	up to 2 additional days
	for each instance of	(5 days total). These	required.	for each instance of	for each instance of		for each instance of	for each instance of
	bereavement (5 days	additional days are from		bereavement (5 days	bereavement (5 days	Following 30 days of	bereavement (5 days	bereavement (5 days
	total). These additional	the employee's leave	Following 30 days of	total). These additional	total). These additional	employment, may take	total). These additional	total). These additional
	days are from the	banks.	employment, may take	days are from the	days are from the	up to 2 additional days	days are from the	days are from the
	employee's leave banks.		up to 2 additional days	employee's leave banks.	employee's leave banks.	for each instance of	employee's leave banks.	employee's leave banks.
		Unless the leave is taken	for each instance of			bereavement (5 days		
	Unless the leave is taken	consecutively, it must be	bereavement (5 days	Unless the leave is taken	Unless the leave is taken	total). These additional	Unless the leave is taken	Unless the leave is taken
	consecutively, it must be	taken within 3 months of	total). These additional	consecutively, it must be	consecutively, it must be	days are from the	consecutively, it must be	consecutively, it must be
	taken within 3 months of	the date of death.	days are from the	taken within 3 months of	taken within 3 months of	employee's leave banks.	taken within 3 months of	taken within 3 months of
	the date of death.		employee's leave banks.	the date of death.	the date of death.		the date of death.	the date of death.
		Additional days may be				Unless the leave is taken		
	Additional days may be	granted with use of	Unless the leave is taken	Additional days may be	Additional days may be	consecutively, it must be	Additional days may be	Additional days may be
	granted with use of	regular leave banks.	consecutively, it must be	granted with use of	granted with by use of	taken within 3 months of	granted with use of	granted with use of
r	regular leave banks.		taken within 3 months of the date of death.	regular leave banks.	regular leave banks.	the date of death.	regular leave banks.	regular leave banks.
			Address and decomposition			Additional days may be		
			Additional days may be			granted with use of		
			granted with use of			regular leave banks.		
			regular leave banks.					

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			SERVICE EMPLOYEES					
		MOUNTAIN VIEW	INTERNATIONAL					UNREPRESENTED
	POLICE OFFICERS	PROFESSIONAL	UNION		UNREPRESENTED	UNREPRESENTED FIRE	UNREPRESENTED	DEPARTMENT HEADS &
BENEFITS	ASSOCIATION (POA)	FIREFIGHTERS (MVFF)	(SEIU)	EAGLES	POLICE MANAGERS	MANAGERS	CONFIDENTIAL	COUNCIL APPOINTEES
CAREER INCENTIVE	<u>Sworn</u>	Included in classification	\$50/mo. for each	\$50/mo. for each	Lieutenants and	Battalion Chiefs and	N/A	N/A
	POST Intermediate:	structure. See salary	certification above	certification above	<u>Captains</u>	Deputy Fire Chief ⁽¹⁾		
and	\$325/mo.	plan and classification	minimum class	minimum class	Tier 1 = \$600/mo.	1. Basic = \$450/mo.		
		specifications for	specification	specification	Tier 2 = \$725/mo.	2. Intermediate =		
CERTIFICATION	Intermediate and AA/AS	requirements and	requirements for	requirements for	Tier 3 = \$850/mo.	\$525/mo.		
RECOGNITION	degree: 5.0% of	compensation.	eligible classifications.	eligible classifications.	(effective 06/23/24)	3. Advanced =		
PROGRAM	biweekly salary.	(effective 07/01/19)				\$625/mo.		
			Up to \$300/mo. for six	Up to \$300/mo. for six	Additional leadership	(effective 06/23/24)		
	POST Advanced: 6% of		or more relevant	or more relevant	courses may qualify for			
	biweekly salary		certifications above	certifications above	Tier 3 at the discretion	(Advanced level adds a		
			minimum class	minimum class	of the Police Chief.	recertification		
	Advanced and BA/BS		specification	specification	(effective 07/17)	requirement of 40 hours		
	degree: 7.5% of		requirements.	requirements.		external training or		
	biweekly salary.		(effective 07/21)	(effective 7/21)	Each tier requires	3 college units every		
	(effective 07/17)				completing higher-level	2 years.)		
					degree and			
	Master Police Officer I:				management-related			
	9.5% of biweekly salary.				courses.			
	Advanced POST, BA/BS,							
	10 years of service, and							
	2 years in a qualifying							
	specialty.							
	Master Police Officer II:							
	10.5% of biweekly							
	salary. Advanced POST,							
	BA/BS, 15 years of							
	service, and 2 years in a							
	qualifying specialty.							
	(effective 7/1/24)							
	(CITCOLIVE // 1/24)							
	<u>Nonsworn</u>							
	N/A							
	1.77.							

⁽¹⁾ Career incentive pay is based on a combination of training, education, and certification(s).

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DENIFFITS	POLICE OFFICERS	MOUNTAIN VIEW PROFESSIONAL	SERVICE EMPLOYEES INTERNATIONAL UNION	FACIFE	UNREPRESENTED	UNREPRESENTED FIRE	UNREPRESENTED	UNREPRESENTED DEPARTMENT HEADS &
BENEFITS	ASSOCIATION (POA)	FIREFIGHTERS (MVFF)	(SEIU)	EAGLES	POLICE MANAGERS	MANAGERS	CONFIDENTIAL	COUNCIL APPOINTEES
CAREER INCENTIVE					Tier 1: POST			
					management course.			
and					<u>Tier 2</u> : Masters or POST			
					management certificate			
CERTIFICATION					plus one from the list			
RECOGNITION					below.			
PROGRAM					<u>Tier 3</u> : Masters plus			
(continued)					POST management			
					certificate plus one from			
					the list below.			
					POST Command			
					College			
					POST Executive			
					Development Course			
					Leadership Mountain			
					View			
					Stanford LEAD			
					program, Graduate School of Business			
					Professional			
					Certificate			
					FBI National Academy			
					Senior Management			
					Institute for Police			
					(PERF)			
					Los Angeles Police			
					Department (LAPD)			
					Leadership Program			
					(formerly West Point			
					Leadership Academy)			
					Tier 3 requires			
					requalification every			
					two years—40 hours of			
					outside training courses			
					or three approved			
					college units.			

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BENEFITS	POLICE OFFICERS ASSOCIATION (POA)	MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS (MVFF)	SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
CELL PHONE ALLOWANCE	Police Officer: \$10/mo. in lieu of City- issued cell phone. Police Sergeant: \$35/mo. in lieu of City- issued cell phone.	Deputy Fire Marshal: \$10/mo. in lieu of City- issued cell phone.	\$10/mo. in lieu of City- issued cell phone for eligible classifications as identified in Al 2-7.	\$10/mo. in lieu of City- issued cell phone for eligible classifications as identified in Al 2-7.	\$35/mo. in lieu of City- issued cell phone.	\$35/mo. in lieu of City- issued cell phone.	Assistant Finance and Administrative Services <u>Director</u> : \$35/mo. in lieu of City-issued cell phone.	Council Appointees
COMPENSATORY TIME OFF (CTO) ACCRUAL CAPS AND USAGE CAP	Sworn and Nonsworn 80-hour accrual cap. Usage Cap: N/A	Deputy Fire Marshal 80-hour accrual cap. All Others: N/A Usage Cap: N/A	80-hour accrual cap for dispatchers. All Others: 120-hour accrual cap. (effective 07/01/06) Max. Annual Usage: 120 hours/year. (1)	80-hour accrual cap. Max. annual usage: 80 hours/year. ⁽¹⁾	N/A	N/A	80-hour accrual cap. Max. annual usage: 80 hours/year. ⁽¹⁾	N/A

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		MOUNTAIN VIEW	SERVICE EMPLOYEES INTERNATIONAL					UNREPRESENTED
	POLICE OFFICERS	PROFESSIONAL	UNION		UNREPRESENTED	UNREPRESENTED FIRE	UNREPRESENTED	DEPARTMENT HEADS &
BENEFITS	ASSOCIATION (POA)	FIREFIGHTERS (MVFF)	(SEIU)	EAGLES	POLICE MANAGERS	MANAGERS	CONFIDENTIAL	COUNCIL APPOINTEES
COMPENSATORY	Sworn	CTO balances for	Once per year:	CTO balances for	Any remaining CTO	Any remaining CTO	CTO for eligible	N/A
TIME OFF CASH-OUT	Once per year:	eligible employees will	Max. = 40 hours	eligible employees will	bank following	bank following	employees will be	
	Max. = 80 hours	be automatically cashed		be automatically cashed	promotion to an	promotion to an	automatically cashed	
Prorated for regular		out annually in the last		out annually in the last	unrepresented	unrepresented	out annually in the last	
part-time	<u>Nonsworn</u>	pay period of December		pay period of December	management position	management position	pay period of December	
employees.	Once per year:	of each year.		of each year.	will be automatically	will be automatically	of each year.	
	Max. = 80 hours	(effective 7/2024)		(effective 7/2024)	cashed out. The	cashed out. The	(effective 7/2024)	
					automatic cashout will	automatic cashout will		
					take place in the last	take place in the last		
					pay period of the	pay period of the		
					calendar year following	calendar year following		
					promotion.	promotion.		
l					(effective 7/2024)	(effective 7/2024)		

⁽¹⁾ Requests to use comp time in excess of caps may be approved by the City, or the City may pay as if the employee had originally selected pay rather than PTO. Comp time is only applicable to nonexempt employees.

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⁽²⁾ Administered through the City Clerk's Office budget.

BENEFITS	POLICE OFFICERS ASSOCIATION (POA)	MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS (MVFF)	SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
DEFERRED	As soon as	As soon as	As soon as	As soon as	As soon as	As soon as	As soon as	As soon as
COMPENSATION	administratively	administratively	administratively	administratively	administratively	administratively	administratively	administratively
	possible, all new hires	possible, all new hires	possible, all new hires	possible, all new hires	possible, all new hires	possible, all new hires	possible, all new hires	possible, all new hires
	will be automatically	and employees not	and employees not	and employees not	and employees not	and employees not	and employees not	and employees not
	enrolled in a 457b	currently enrolled will	currently enrolled will	currently enrolled will	currently enrolled will	currently enrolled will	currently enrolled will	currently enrolled will
	deferred compensation	be automatically	be automatically	be automatically	be automatically	be automatically	be automatically	be automatically
	account with a 1%	enrolled in a 457b	enrolled in a 457b	enrolled in a 457b	enrolled in a 457b			
	employee contribution.	deferred compensation	deferred compensation	deferred compensation	deferred compensation	deferred compensation	deferred compensation	deferred compensation
	Franksis as many ant aut	account with a 1%	account with a 1%	account with a 1%	account with a 1%			
	Employees may opt out.	employee contribution.	employee contribution.	employee contribution.	employee contribution.	employee contribution.	employee contribution.	employee contribution.
		Employees may opt out.	Employees may opt out.	Employees may opt out.	Employees may opt out.			
		One-Time Lump Sum City Contributions For the term of the current MOU, employees in a paid status in the pay period including January 1 will receive a one-time lump sum payment of \$2,500 into a pretax 457b deferred compensation account.	One-Time Lump Sum City Contributions For the term of the current MOU, employees in a paid status in the pay period including January 1 will receive a one-time lump sum payment of \$2,500 into a pretax 457b deferred compensation account.	One-Time Lump Sum City Contributions For the term of the current MOU, employees in a paid status in the pay period including January 1 will receive a one-time lump sum payment of \$2,500 into a pretax 457b deferred compensation account.	One-Time Lump Sum City Contributions For the term of the current compensation resolution (through June 2027), employees in a paid status in the pay period including January 1 will receive a one-time lump sum payment of \$2,500 into a pretax 457b deferred	One-Time Lump Sum City Contributions For the term of the current compensation resolution (through June 2027), employees in a paid status in the pay period including January 1 will receive a one-time lump sum payment of \$2,500 into a pretax 457b deferred	One-Time Lump Sum City Contributions For the term of the current compensation resolution (through June 2027), employees in a paid status in the pay period including January 1 will receive a one-time lump sum payment of \$2,500 into a pretax 457b deferred	One-Time Lump Sum City Contributions For the term of the current compensation resolution (through June 2027), employees in a paid status in the pay period including January 1 will receive a one-time lump sum payment of \$2,500 into a pretax 457b deferred
		account.	account.	account.	compensation account.	compensation account.	compensation account.	compensation account. City Attorney 2% agency contribution to 457b City Clerk 1% agency contribution to 457b City Manager 4% agency contribution to 457b and \$325.05 per pay period as ongoing contribution to 401(a) retirement account.

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BENEFITS	POLICE OFFICERS ASSOCIATION (POA)	MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS (MVFF)	SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
DENTAL INSURANCE	City pays \$224.76/mo.	City pays \$224.76/mo.	City pays \$250.16/mo.	City pays \$250.16/mo.	City pays \$224.76/mo.	City pays \$224.76/mo.	City pays \$250.16/mo.	City pays \$250.16/mo.
PROGRAM	max.	max.	max.	max.	max.	max.	max.	max.
Standard (Rates effective 01/01/17–12/31/24)								Police Chief and Fire Chief City pays \$224.76/mo. max.
DOMESTIC PARTNER	Yes. ⁽¹⁾	Yes. ⁽¹⁾	Yes. ⁽¹⁾	Yes. ⁽¹⁾	Yes. ⁽¹⁾	Yes. ⁽¹⁾	Yes. ⁽¹⁾	Yes. ⁽¹⁾
BENEFITS	Includes bereavement	Includes bereavement	Includes bereavement	Includes bereavement	Includes bereavement	Includes bereavement	Includes bereavement	Includes bereavement
	leave, health insurance	leave, health insurance	leave, health insurance	leave, health insurance	leave, health insurance	leave, health insurance	leave, health insurance	leave, health insurance
	(vision and sick leave),	(vision and sick leave),	(vision and sick leave),	(vision and sick leave),	(vision and sick leave),	(vision and sick leave),	(vision and sick leave),	(vision and sick leave),
	dental insurance, FMLA;	dental insurance, FMLA;	dental insurance, FMLA;	dental insurance, FMLA;	dental insurance, FMLA;	dental insurance, FMLA;	dental insurance, FMLA;	dental insurance, FMLA;
	extended to employees	extended to employees	extended to employees	extended to employees	extended to employees	extended to employees	extended to employees	extended to employees
	in domestic partner	in domestic partner	in domestic partner	in domestic partner	in domestic partner	in domestic partner	in domestic partner	in domestic partner
	relationships; must file	relationships; must file	relationships; must file	relationships; must file	relationships; must file	relationships; must file	relationships; must file	relationships; must file
	declaration of domestic	declaration of domestic	declaration of domestic	declaration of domestic	declaration of domestic	declaration of domestic	declaration of domestic	declaration of domestic
	partner with State of	partner with State of	partner with State of	partner with State of	partner with State of	partner with State of	partner with State of	partner with State of
	California.	California.	California.	California.	California.	California.	California.	California.

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BENEFITS	POLICE OFFICERS ASSOCIATION (POA)	MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS (MVFF)	SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
EMPLOYEE ASSISTANCE PROGRAM CONCERN: EAP (effective 01/01/24–01/01/25)	First Responder Program: • 10 visits per year per family member per incident. • Work/life balance resources. City pays \$21.34 per employee/mo.	First Responder Program:	 8 visits per year per family member per incident. Work/life balance resources. City pays \$6.09 per employee/mo. 	 8 visits per year per family member per incident. Work/life balance resources. City pays \$6.09 per employee/mo. 	First Responder Program: • 10 visits per year per family member per incident. • Work/life balance resources. City pays \$21.34 per employee/mo.	First Responder Program: • 10 visits per year per family member per incident. • Work/life balance resources. City pays \$21.34 per employee/mo.	 8 visits per year per family member per incident. Work/life balance resources. City pays \$6.09 per employee/mo. 	 8 visits per year per family member per incident. Work/life balance resources. City pays \$6.09 per employee/mo. First Responder Program (Police and Fire Chief): 10 visits per year per family member per incident. Work/life balance resources. City pays \$21.34 per

Domestic partner benefits are for domestic partnership relationships as certified by the State of California.

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BENEFITS	POLICE OFFICERS ASSOCIATION (POA)	MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS (MVFF)	SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
FLEXIBLE BENEFIT PLAN Empre me reir traithe the Plan \$2, me incompanion on the properties of the pro	mployee may elect retax deductions for edical, dependent care imbursement, and ansportation through e City's Flexible Benefit an: 2,500 annual max. edical reimbursement creased to \$3,200 anual max. (effective 1,01/25) 6,000 annual max. ependent care imbursement. ffective 05/01/00) 280/mo. max. mass ansit/parking ansportation imbursement. City will outribute up to 1,50/mo. for employees the contribute at least 1,0 per month. ffective 07/24)	Employee may elect pretax deductions for medical, dependent care reimbursement, and transportation through the City's Flexible Benefit Plan: \$2,500 annual max. medical reimbursement; increased to \$3,200 annual max. (effective 01/01/25) \$5,000 annual max. dependent care reimbursement. (effective 01/01/99) \$280/mo. max. mass transit/parking transportation reimbursement. City will contribute up to \$150/mo. for employees who contribute at least \$10 per month. (effective 07/24)	Employee may elect pretax deductions for medical, dependent care reimbursement, and transportation not to exceed: \$2,500 annual max. medical reimbursement increased to \$3,200 annual max. (effective 01/01/25) \$5,000 annual max. dependent care reimbursement. (effective 01/01/04) \$280/mo. max. mass transit/parking transportation reimbursement. City will contribute up to \$150/mo. for employees who contribute at least \$10 per month. (effective 07/24)	Employee may elect pretax deductions for medical, dependent care reimbursement, and transportation not to exceed: \$2,500 annual max. medical reimbursement increased to \$3,200 annual max. (effective 01/01/25) \$5,000 annual max. dependent care reimbursement. (effective 01/01/02) \$280/mo. max. mass transit/parking transportation reimbursement. City will contribute up to \$150/mo. for employees who contribute at least \$10 per month. (effective 07/24)	City will contribute \$150 per calendar year to Fire Chief and Police Chief's employee's medical FSA (to be discontinued 1/1/25). Employee may elect pretax deductions for medical, dependent care reimbursement, and transportation in addition to City contribution not to exceed: \$2,500 annual max. medical reimbursement increased to \$3,200 annual max. (effective 01/01/25) \$5,000 annual max. dependent care reimbursement. (effective 01/01/07) \$280/mo. max. mass transit/parking transportation reimbursement. City will contribute up to \$150/mo. for employees who contribute at least \$10 per month.	City will contribute \$150 per calendar year to Fire Chief and Police Chief's employee's medical FSA (to be discontinued 1/1/25). Employee may elect pretax deductions for medical, dependent care reimbursement, and transportation in addition to City contribution not to exceed: \$2,500 annual max. medical reimbursement increased to \$3,200 annual max. (effective 01/01/25) \$5,000 annual max. dependent care reimbursement. (effective 01/01/07) \$280/mo. max. mass transit/parking transportation reimbursement. City will contribute up to \$150/mo. for employees who contribute at least \$10 per month.	Employee may elect pretax deductions for medical, dependent care reimbursement, and transportation not to exceed: \$2,500 annual max. medical reimbursement increased to \$3,200 annual max. (effective 01/01/25) \$5,000 annual max. dependent care reimbursement. (effective 01/01/02) \$280/mo. max. mass transit/parking transportation reimbursement. City will contribute up to \$150/mo. for employees who contribute at least \$10 per month. (effective 07/24)	COUNCIL APPOINTEES City will contribute \$150 per calendar year to Fire Chief and Police Chief's employee's medical FSA (to be discontinued 1/1/25). Employee may elect pretax deductions for medical, dependent care reimbursement, and transportation in addition to City contribution not to exceed: \$2,500 annual max. medical reimbursement increased to \$3,200 annual max. (effective 01/01/25) \$5,000 annual max. dependent care reimbursement. (effective 01/01/02) \$280/mo. max. mass transit/parking transportation reimbursement. City will contribute up to \$150/mo. for employees who contribute at least \$10 per month.

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BENEFITS	POLICE OFFICERS ASSOCIATION (POA)	MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS (MVFF)	SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
FLEXIBLE BENEFIT PLAN	Nonsworn	,	(0=10)					
(continued)	City will contribute \$150							
(commutat)	per calendar year to Fire							
	Chief and Police Chief's							
	employee's medical FSA							
	(to be discontinued							
	1/1/25). Employee may							
	elect pretax deductions							
	for medical, dependent							
	care reimbursement, and							
	transportation in							
	addition to City							
	contribution not to							
	exceed limits outlined							
	above for sworn							
	personnel.							
FLOATING HOLIDAY	<u>Sworn</u>	Suppression	8 hours per calendar	8 hours per calendar		8 hours per calendar	8 hours per calendar	8 hours per calendar
	N/A	24 hours per calendar	year.	year.		year.	year.	year.
Prorated for regular		year.						
part-time employees.	<u>Nonsworn</u>		In the event that a	In the event that a	In the event that a	Shift BCs	In the event that a	In the event that a
	8 hours per calendar	DFM, TO, FPO	resolution adding the	resolution adding the	resolution adding the	24 hours per calendar	resolution adding the	resolution adding the
Does not accumulate	year.	10 or 8 hours per	New Holidays to the	New Holidays to the	New Holidays to the	year.	New Holidays to the	New Holidays to the
from year to year.		payroll calendar year,	Citywide holiday	Citywide holiday	Citywide holiday		Citywide holiday	Citywide holiday
	In the event that a	depending on schedule.	schedule has not been	schedule has not been	schedule has not been	In the event that a	schedule has not been	schedule has not been
	resolution adding the		adopted before the	adopted before the	adopted before the	resolution adding the	adopted before the	adopted before the
	New Holidays to the	In the event that a	date one or both of	date one or both of	date one or both of	New Holidays to the	date one or both of	date one or both of
	Citywide holiday	resolution adding the	these New Holidays	these New Holidays	these New Holidays	Citywide holiday	these New Holidays	these New Holidays
	schedule has not been	New Holidays to the	occur, SEIU employees	occur, EAGLES	occur, unrepresented	schedule has not been	occur, unrepresented	occur, unrepresented
	adopted before the date	Citywide holiday	will receive one eight-	employees will receive	employees will receive	adopted before the	employees will receive	employees will receive
	one or both of these	schedule has not been	hour floating holiday for	one eight-hour floating	one eight-hour floating	date one or both of	one eight-hour floating	one eight-hour floating
	New Holidays occur, PAO	adopted before the date	the New Holiday(s) that	holiday for the New	holiday for the New	these New Holidays	holiday for the New	holiday for the New
	employees will receive	one or both of these	occurred before	Holiday(s) that		occur, unrepresented	1	Holiday(s) that occurred
	one eight-hour floating	New Holidays occur,	adoption.	occurred before	before adoption.	employees will receive	before adoption.	before adoption.
	holiday for the New	MVFF employees will		adoption.		one eight-hour floating		
	Holiday(s) that occurred	receive one eight-hour				holiday for the New		
	before adoption.	floating holiday for the				Holiday(s) that occurred		
		New Holiday(s) that				before adoption.		
		occurred before						
		adoption.						

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	POLICE OFFICERS ASSOCIATION	MOUNTAIN VIEW PROFESSIONAL	SERVICE EMPLOYEES INTERNATIONAL UNION		UNREPRESENTED	UNREPRESENTED FIRE	UNREPRESENTED	UNREPRESENTED DEPARTMENT HEADS &
BENEFITS	(POA)	FIREFIGHTERS (MVFF)	(SEIU)	EAGLES	POLICE MANAGERS	MANAGERS	CONFIDENTIAL	COUNCIL APPOINTEES
HEALTH INSURANCE	<u>Nonsworn</u>	City pays \$2,724.16	City pays \$3,864.94	City pays \$3,864.94	City pays \$2,724.16	City pays \$2,724.16	City pays \$3,864.94	City pays \$3,864.94
Misc./Nonsworn	City pays \$3,864.94	monthly max.	monthly max.	monthly max.(1)	monthly max.	monthly max.	monthly max.	monthly max.
Health Net (HMO/PPO)	monthly max.		PT Employees	PT Employees			PT Employees	Police and Fire Chief
Kaiser (HMO/HSA)	PT Employees City pays \$1,578.27		City pays \$1,578.27 monthly max.	City pays \$1,578.27 monthly max.			City pays \$1,578.27 monthly max.	City pays \$2,724.16 monthly max.
(Rates effective 01/01/24–12/31/24)	monthly max.		,	,			,	,
	<u>Sworn</u>							
<u>Sworn</u>	City pays \$2,724.16							
CalPERS Medical	monthly max.							
(Rates effective								
01/01/24–12/31/24)								

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BENEFITS	POLICE OFFICERS ASSOCIATION (POA)	MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS (MVFF)	SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
HOLIDAY IN-LIEU	Sworn	Suppression (Includes	Dispatchers and Lead	N/A	Police Shift Lieutenants	Shift BCs	N/A	N/A
	5.5% holiday in-lieu pay.	Firefighter, Fire Engineer, Fire Captain,	Dispatchers 5.5% holiday in-lieu pay.	.,,.	5.5% holiday in-lieu pay.	5.5% holiday in-lieu pay.	,,,	.,
	(effective 7/1/25) 5.5%	including HazMat) 5.5% holiday in-lieu pay.	6.5% holiday in-lieu pay. (effective 07/25)		6.5% holiday in-lieu pay.	6.5% holiday in-lieu pay. (effective 07/25)		
	Nonsworn Holiday Pay Holidays on normally scheduled days:	6.5% per pay period. (effective 07/1/25)				40-Hour BCs 5.5% holiday in-lieu pay.		
	Employee receives additional 8 hours pay (or comp time) for holidays worked.	Fire Prevention Bureau (Includes Deputy) 5.5% holiday in-lieu pay.				6.5% + 4 holidays or 13 holidays. (effective 07/25)		
	10-hour shift scheduled off will be paid 8 hours straight time and must	6.5% with 4 holidays, or 13 holidays with no holiday in-lieu pay.						
	use 2 hours vacation or comp time.	(effective 07/1/25)						
	Holidays on scheduled days off: Employee receives 8 hours straight pay or comp time.							
	Prorated for regular part- time employees. (effective 07/07)							
HOUSING ASSISTANCE	Up to \$500,000 (for first responders) or up to \$250,000 home loan. (See policy for other variables—City Council Policy D-13.)	Up to \$500,000 (for first responders) or up to \$250,000 home loan. (See policy for other variables—City Council Policy D-13.)	Up to \$500,000 (for first responders) or up to \$250,000 home loan. (See policy for other variables—City Council Policy D-13.)	Up to \$250,000 home loan. (See policy for other variables—City Council Policy D-13.)	Up to \$500,000 (for first responders) or up to \$250,000 home loan. (See policy for other variables—City Council Policy D-13.)	Up to \$500,000 (for first responders) or up to \$250,000 home loan. (See policy for other variables—City Council Policy D-13.)	Up to \$250,000 home loan. (See policy for other variables—City Council Policy D-13.)	Home loan of up to the median home price in Mountain View or 75% of the sales price, whichever is lower. (See policy for other variables—City Council Policy D-13.)

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	POLICE OFFICERS	MOUNTAIN VIEW PROFESSIONAL	SERVICE EMPLOYEES INTERNATIONAL UNION		UNREPRESENTED	UNREPRESENTED FIRE	UNREPRESENTED	UNREPRESENTED DEPARTMENT HEADS &
BENEFITS	ASSOCIATION (POA)	FIREFIGHTERS (MVFF)	(SEIU)	EAGLES	POLICE MANAGERS	MANAGERS	CONFIDENTIAL	COUNCIL APPOINTEES
LIFE INSURANCE AND	Life	Life	Life	Life	Life	Life	Life	Life
AD&D	Choice of \$50,000 or	Choice of \$50,000 or	Choice of \$50,000 or					
(The Hartford) ⁽¹⁾	five times annual salary,	five times annual salary.	five times annual salary,	five times annual salary,	five times annual salary,			
(Rates effective	not to exceed	not to exceed	not to exceed					
01/01/24-01/01/26)	\$600,000.(2)	\$600,000. ⁽²⁾	\$600,000. ⁽²⁾	\$600,000.(2)	\$600,000.(2)	\$600,000. ⁽²⁾	\$600,000. ⁽²⁾	\$600,000. ⁽²⁾
	AD&D \$50,000 or five times, depending on contributing factors in the accidental death (see insurance policy). City-paid premium: Life-\$0.090/\$1K AD&D-\$0.025/\$1K Total-\$0.115/\$1K Monthly maximum(3) premium is \$69. City	AD&D \$50,000 or five times, depending on contributing factors in the accidental death (see insurance policy). City-paid premium: Life-\$0.090/\$1K AD&D-\$0.025/\$1K Total-\$0.115/\$1K Monthly maximum(3) premium is \$69. City	AD&D \$50,000 or five times, depending on contributing factors in the accidental death (see insurance policy). City-paid premium: Life-\$0.090/\$1K AD&D-\$0.025/\$1K Total-\$0.115/\$1K Monthly maximum(3) premium is \$69. City	AD&D \$50,000 or five times, depending on contributing factors in the accidental death (see insurance policy). City-paid premium: Life-\$0.090/\$1K AD&D-\$0.025/\$1K Total-\$0.115/\$1K Monthly maximum(3) premium is \$69. City	AD&D \$50,000 or five times, depending on contributing factors in the accidental death (see insurance policy). City-paid premium: Life-\$0.090/\$1K AD&D-\$0.025/\$1K Total-\$0.115/\$1K Monthly maximum(3) premium is \$69. City	AD&D \$50,000 or five times, depending on contributing factors in the accidental death (see insurance policy). City-paid premium: Life-\$0.090/\$1K AD&D-\$0.025/\$1K Total-\$0.115/\$1K Monthly maximum(3) premium is \$69. City	\$50,000 or five times, depending on contributing factors in the accidental death (see insurance policy). City-paid premium: Life-\$0.090/\$1K AD&D-\$0.025/\$1K Total-\$0.115/\$1K Monthly maximum(3) premium is \$69. City	AD&D \$50,000 or five times, depending on contrib- uting factors in the accidental death (see insurance policy). City-paid premium: Life-\$0.090/\$1K AD&D-\$0.025/\$1K Total-\$0.115/\$1K Monthly maximum(3) premium is \$69. City
	pays \$0.115 per \$1,000 of monthly payroll.	pays \$0.115 per \$1,000 of monthly payroll.	pays \$0.115 per \$1,000 of monthly payroll.					

⁽¹⁾ The Hartford offers life insurance portability upon separation/retirement at the employee's own expense.

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⁽²⁾ The cost of life insurance benefits in excess of \$50,000 is taxable to the employee.

⁽³⁾ Calculation: $$600,000 \text{ (max)} \div 1,000 = 600 \text{ x } 0.115 \text{ (rate)} = $69.$

		BAOLINITAINI VIITA	SERVICE EMPLOYEES					LINDEDDECENTED
	POLICE OFFICERS	MOUNTAIN VIEW PROFESSIONAL	INTERNATIONAL UNION		UNREPRESENTED	UNREPRESENTED FIRE	UNREPRESENTED	UNREPRESENTED DEPARTMENT HEADS &
BENEFITS	ASSOCIATION (POA)	FIREFIGHTERS (MVFF)	(SEIU)	EAGLES	POLICE MANAGERS	MANAGERS	CONFIDENTIAL	COUNCIL APPOINTEES
LONG-TERM AND	Purchased a separate	Separate carrier	Work-Related and	Work-Related and	Work-Related and	Work-Related and	Work-Related and	Work-Related and
	· ·	•		· · · · · · · · · · · · · · · · · · ·		·		
SHORT-TERM	policy with a vendor	selected by MVFF. City	Nonwork-Related ⁽¹⁾	Nonwork-Related ⁽¹⁾	Nonwork-Related ⁽¹⁾	Nonwork-Related ⁽¹⁾	Nonwork-Related ⁽¹⁾	Nonwork-Related ⁽¹⁾
DISABILITY	selected by the POA.	pays \$35/month/ safety	66-2/3% of monthly	66-2/3% of monthly	66-2/3% of monthly	66-2/3% of monthly	66-2/3% of monthly	66-2/3% of monthly
(The Hartford)	City and a state of the state o	employee to union.	salary following 30-day	salary following 30-day	salary following 30-day	salary following 30-day	salary following 30-day	salary following 30-day
(01/01/24–01/01/26)	City contribution toward	(effective 07/07)	waiting period from last	waiting period from last	waiting period from last	waiting period from last	waiting period from last	waiting period from last
	LTD benefits was		day of work. LTD	day of work. LTD	day of work. LTD	day of work. LTD	day of work. LTD	day of work. LTD
	converted to salary		maximum benefit of	maximum benefit of	maximum benefit of	maximum benefit of	maximum benefit of	maximum benefit of
	(1.06%) effective		\$5,000/month. STD	\$5,000/month. STD	\$5,000/month. STD	\$5,000/month. STD	\$5,000/month. STD	\$5,000/month. STD
	May 2000.		maximum benefit of	maximum benefit of	maximum benefit of	maximum benefit of	maximum benefit of	maximum benefit of
			\$1,200/week. City pays	\$1,200/week. City pays	\$1,200/week. City pays	\$1,200/week. City pays	\$1,200/week. City pays	\$1,200/week. City pays
	The POA will select a		\$0.32 per \$100.00 of	\$0.32 per \$100.00 of	\$0.32 per \$100.00 of	\$0.32 per \$100.00 of	\$0.32 per \$100.00 of	\$0.32 per \$100.00 of
	LTD policy and the		monthly payroll for this	monthly payroll for this	monthly payroll for this	monthly payroll for this	monthly payroll for this	monthly payroll for this
	premium will be		benefit up to a	benefit up to a	benefit up to a	benefit up to a	benefit up to a	benefit up to a
	deducted from		maximum of	maximum of	maximum of	maximum of	maximum of	maximum of
	employee's salary.		\$63.78/month per	\$63.78/month per	\$63.78/month per	\$63.78/month per	\$63.78/month per	\$63.78/month per
			employee. ⁽²⁾	employee. ⁽²⁾	employee. ⁽²⁾	employee. ⁽²⁾	employee. ⁽²⁾	employee. ⁽²⁾
	Police Assistants &							
	<u>Police Records</u>		Coverage prorated for	Coverage prorated for	Long-term disability	Long-term disability	Coverage prorated for	Long-term disability
	<u>Supervisor</u>		regular part-time	regular part-time	plan also applies to	plan also applies to	regular part-time	plan also applies to
	City contribution toward		employees.	employees.	work-related	work-related	employees.	work-related
	LTD benefits was				disabilities, consistent	disabilities, consistent		disabilities, consistent
	converted to salary		Long-term disability	Long-term disability	with other City	with other City	Long-term disability	with other City
	(0.475%). (effective		plan also applies to	plan also applies to	employees.	employees.	plan also applies to	employees.
	12/07)		work-related	work-related			work-related	
			disabilities, consistent	disabilities, consistent			disabilities, consistent	
			with other City	with other City			with other City	
			employees.	employees.			employees.	

⁽¹⁾ LTD coverage applies to all active regular employees working at least 20 hours/week.

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LTD calculation: (biweekly salary x 26) / 12 = monthly salary. Monthly salary / 100 x 0.32 = LTD rate. Maximum calculation: \$7,500 / 100 x 0.32 = \$24. STD calculation: (biweekly salary x 26) / 12 = monthly salary. Monthly salary / 100 x 0.51 = STD rate. Maximum calculation: \$7,800 / 100 x 0.51 = \$39.78. Combined monthly maximum: \$24 + \$39.78 = \$63.78.

BENEFITS	POLICE OFFICERS ASSOCIATION (POA)	MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS (MVFF)	SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
MANAGEMENT LEAVE	N/A	N/A	N/A	All full-time manage-	All full-time manage-	All full-time manage-	All full-time manage-	All full-time manage-
				ment employees receive	ment employees receive	ment employees,	ment employees receive	ment employees receive
				80 hours leave per fiscal	80 hours leave per fiscal	including nonshift BCs,	80 hours leave per fiscal	120 hours leave per
				year.	year.	receive 80 hours leave per fiscal year.	year.	fiscal year. (effective 06/28/20)
				Management leave	Management leave		Management leave	
				payoff may be deposited into deferred compensation.	payoff may be deposited into deferred compensation.	Shift BCs Receive 120 hours leave per fiscal year.	payoff may be deposited into deferred compensation.	Management leave payoff may be deposited into deferred
					(effective 07/01/11)			compensation.
				Regular part-time		Management leave	Regular part-time	
				employees not eligible.	Prorated for new employees and for	payoff may be depos- ited into deferred	employees not eligible.	Prorated for new employees and for
				Prorated for new employees and for	payoff for separating or retiring employees.	compensation.	Prorated for new employees and for	payoff for separating or retiring employees.
				payoff for separating or retiring employees.		Employee can elect cash-out or deposit to	payoff for separating or retiring employees.	
				Towning emproyees		deferred compensation account at the end of fiscal year if unused. Unrepresented,		
						07/01/00 Fire Management.		
						Prorated for new employees and for payoff for separating or retiring employees.		

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BENEFITS	POLICE OFFICERS ASSOCIATION (POA)	MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS (MVFF)	SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
MILEAGE	67¢/mile	67¢/mile	67¢/mile	67¢/mile	67¢/mile	67¢/mile	67¢/mile	67¢/mile
REIMBURSEMENT	(effective 01/24)	(effective 01/24)	(effective 01/24)	(effective 01/24)	(effective 01/24)	(effective 01/24)	(effective 01/24)	(effective 01/24)
PERSONAL LEAVE Prorated for regular part-time employees.	Sworn 10 hours per calendar year (includes 12.5-hour shift). Nonsworn 1 shift day/calendar yr. Reduces sick leave by number of hours used. (1) Does not carry over from year to year.	N/A	20 hours per calendar year. Reduces sick leave by number of hours used. (1) (effective 07/01/11) Does not carry over from year to year.	2 days (16 hours) per calendar year (increasing to 24 hours effective 01/01/25). Reduces sick leave by number of hours used. (1)(4) (effective 07/01/11) Does not carry over from year to year.	2 days (16 hours) per calendar year. Reduces sick leave by number of hours used. ⁽¹⁾ (effective 07/01/11) Does <u>not</u> carry over from year to year.	1 day (8 hours) per calendar year. Reduces sick leave by number of hours used. ⁽¹⁾ (effective 07/01/11) Does <u>not</u> carry over from year to year.	2 days (16 hours) per calendar year. Reduces sick leave by number of hours used. ⁽¹⁾ (effective 07/01/11) Does <u>not</u> carry over from year to year.	2 days (16 hours) per calendar year. Reduces sick leave by number of hours used. ⁽¹⁾ (effective 07/01/11) Does <u>not</u> carry over from year to year.
PROFESSIONAL/ MANAGEMENT DEVELOPMENT FUNDS ⁽³⁾ Prorated for regular part-time employees.	Sworn N/A Nonsworn \$800 per fiscal year for eligible classifications. (2) (effective 07/01/17)	N/A	\$800 per fiscal year for Professional employees in eligible classifications. (effective 07/01/17)	\$600 per fiscal year for front-line employees ⁽⁴⁾ (effective 07/01/2024) \$800 per fiscal year for Professional employees. \$1,000 per fiscal year for management employees. (effective 10/08/17)	\$1,000 per fiscal year for Management employees. (effective 06/21/15)	\$1,000 per fiscal year for Management employees. (effective 06/21/15)	\$800 per fiscal year for Professional employees. \$1,000 per fiscal year for Management employees. (effective 06/21/15)	\$1,000 per fiscal year for Management employees. (effective 06/21/15)

⁽¹⁾ Does not affect eligibility for sick leave incentive.

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Professional development funds only apply to the Property and Evidence Specialist and Police Records Supervisor.

⁽³⁾ Council approved a pilot program for Front-Line Employee Development/Technology funds, effective October 8, 2017, providing all nonsafety front-line employees with up to \$400 as a one-time reimbursement to expire on June 30, 2019. The pilot program was approved by the City Manager during FY 2019-20 to provide all front-line employees with \$400 in one-time Employee Development/Technology funds available through June 30, 2021 to assist with technology needs related to COVID-19 operations changes. For FY 2021-22, the program was extended, the amount increased to \$600 (prorated for part-time), and eligibility extended to all front-line employees with a program end date of June 30, 2022.

⁽⁴⁾ EAGLES Front-line Development Reimbursement program is for City business-related conferences, training, and/or professional development that is not otherwise paid for by the City.

BENEFITS	POLICE OFFICERS ASSOCIATION (POA)	MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS (MVFF)	SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
PUBLIC EMPLOYEES	Classic Members	Classic Members	Classic Members	Classic Members	Classic Members	Classic Members	Classic Members	Classic Members
RETIREMENT SYSTEM	(Sworn)	3.0% at 50	2.7% at 55	2.7% at 55	3.0% at 50	3.0% at 50	2.7% at 55	2.7% at 55
(PERS)	3.0% at 50 <u>Classic Members</u>	New Members 2.7% at 57	(effective 07/01/07) New Members	(effective 07/01/07) New Members	New Members 2.7% at 57	New Members 2.7% at 57	(effective 07/01/07) New Members	(effective 07/01/07) New Members
	(Nonsworn) 2.7% at 55 (effective 07/01/07) New Members (Sworn)	(effective 01/01/13)	2.0% at 62 (effective 01/01/13)	2.0% at 62 (effective 01/01/13)	(effective 01/01/13)	(effective 01/01/13)	2.0% at 62 (effective 01/01/13)	2.0% at 62 (effective 01/01/13)
	2.7% at 57 (effective 01/01/13) New Members (Nonsworn) 2.0% at 62 (effective 01/01/13)							
EMPLOYER PERS RATE (FY 2024-25)	Sworn 61.18% ⁽¹⁾	61.18% ⁽¹⁾	35.62% ⁽²⁾	35.62% ⁽²⁾	61.18% ⁽¹⁾	61.18% ⁽¹⁾	35.62% ⁽²⁾	<u>Sworn</u> 61.18% ⁽¹⁾
	Nonsworn 35.62% ⁽²⁾							<u>Nonsworn</u> 35.62% ⁽²⁾

⁽¹⁾ Safety Rate Normal Cost is 23.11%, and UAL payment conversion is 38.07% for a total of 61.18%.

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⁽²⁾ Miscellaneous Rate Normal Cost is 11.67%, and UAL payment conversion is 23.95% for a total of 35.62%.

BENEFITS	POLICE OFFICERS	MOUNTAIN VIEW PROFESSIONAL	SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
	ASSOCIATION (POA)	FIREFIGHTERS (MVFF)				MANAGERS		
EMPLOYER-PAID PERS	Sworn	FY 17-18: 35.549% ⁽¹⁾	FY 17-18: 24.237% ⁽²⁾	FY 17-18: 24.237% ⁽³⁾	FY 17-18: 37.117% ⁽⁶⁾	FY 17-18: 37.549% ⁽⁸⁾	FY 17-18: 24.237% ⁽⁴⁾	FY 17-18: 24.237% ⁽³⁾
RATE*	FY 17-18: 37.767% ⁽⁷⁾	FY 18-19: 36.513% ⁽¹⁾	FY 18-19: 27.241% ⁽²⁾	FY 18-19: 27.241% ⁽³⁾	FY 18-19: 38.081% ⁽⁶⁾	FY 18-19: 38.513% ⁽⁸⁾	FY 18-19: 27.241% ⁽⁴⁾	FY 18-19: 27.241% ⁽³⁾
	FY 18-19: 38.731% ⁽⁷⁾	FY 19-20: 41.787% ⁽¹⁾	FY 19-20: 29.651% ⁽²⁾	FY 19-20: 29.651% ⁽³⁾	FY 19-20: 43.355% ⁽⁶⁾	FY 19-20: 43.787% ⁽⁸⁾	FY 19-20: 29.651% ⁽⁴⁾	FY 19-20: 29.651% ⁽³⁾
	FY 19-20: 44.005% ⁽⁷⁾	FY 20-21: 43.848% ⁽¹⁾	FY 20-21: 30.902% ⁽²⁾	FY 20-21: 30.902% ⁽³⁾	FY 20-21: 45.416% ⁽⁶⁾	FY 20-21: 45.848% ⁽⁸⁾	FY 20-21: 30.902% ⁽⁴⁾	FY 20-21: 30.902% ⁽³⁾
	FY 20-21: 46.066% ⁽⁷⁾	FY 21-22: 43.614% ⁽¹⁾	FY 21-22: 31.49% ⁽²⁾	FY 21-22: 31.49% ⁽³⁾	FY 21-22: 45.182% ⁽⁶⁾	FY 21-22: 45.614% ⁽⁸⁾	FY 21-22: 31.49% ⁽⁴⁾	FY 21-22: 31.49% ⁽³⁾
	FY 21-22: 45.832% ⁽⁷⁾	FY 22-23: 45.144% ⁽¹⁾	FY 22-23: 31.62% ⁽²⁾	FY 22-23: 31.62% ⁽³⁾	FY 22-23: 46.712% ⁽⁶⁾	FY 22-23: 47.144% ⁽⁸⁾	FY 22-23: 31.62% ⁽⁴⁾	FY 22-23: 31.62% ⁽³⁾
	FY 22-23: 47.362% ⁽⁷⁾	FY 23-24: 47.864% ⁽¹⁾	FY 23-24: 30.41% ⁽²⁾	FY 23-24: 30.41% ⁽³⁾	FY 23-24: 49.432% ⁽⁶⁾	FY 23-24: 49.864% ⁽⁸⁾	FY 23-24: 30.41% ⁽⁴⁾	FY 23-24: 30.41% ⁽³⁾
	FY 23-24: 50.082% ⁽⁷⁾	FY 24-25: 52.814% ⁽¹⁾	FY 24-25: 32.12% ⁽²⁾	FY 24-25: 32.12% ⁽³⁾	FY 24-25: 55.032% ⁽⁶⁾	FY 24-25: 54.814% ⁽⁸⁾	FY 24-25: 32.12% ⁽⁴⁾	FY 24-25: 32.12% ⁽³⁾
	FY 24-25: 55.032% ⁽⁷⁾							
		New Members	New Members	New Members	New Members	New Members	New Members	New Members
	New Members	FY 17-18: 41.549% ⁽¹⁾	FY 17-18: 25.237% ⁽²⁾	FY 17-18: 25.237% ⁽³⁾	FY 17-18: 38.117% ⁽⁶⁾	FY 17-18: 38.549% ⁽⁸⁾	FY 17-18: 25.237% ⁽⁴⁾	FY 17-18: 25.237% ⁽³⁾
	FY 17-18: 41.017% ⁽⁷⁾	FY 18-19: 36.147% ⁽¹⁾	FY 18-19: 28.241% ⁽²⁾	FY 18-19: 28.241% ⁽³⁾	FY 18-19: 39.081% ⁽⁶⁾	FY 18-19: 39.513% ⁽⁸⁾	FY 18-19: 28.241% ⁽⁴⁾	FY 18-19: 28.241% ⁽³⁾
	FY 18-19: 41.981% ⁽⁷⁾	FY 19-20: 47.787% ⁽¹⁾	FY 19-20: 30.651% ⁽²⁾	FY 19-20: 30.651% ⁽³⁾	FY 19-20: 44.355% ⁽⁶⁾	FY 19-20: 44.787% ⁽⁸⁾	FY 19-20: 30.651% ⁽⁴⁾	FY 19-20: 30.651% ⁽³⁾
	FY 19-20: 47.255% ⁽⁷⁾	FY 20-21: 49.848% ⁽¹⁾	FY 20-21: 31.902% ⁽²⁾	FY 20-21: 31.902% ⁽³⁾	FY 20-21: 46.416% ⁽⁶⁾	FY 20-21: 46.848% ⁽⁸⁾	FY 20-21: 31.902% ⁽⁴⁾	FY 20-21: 31.902% ⁽³⁾
	FY 20-21: 49.316% ⁽⁷⁾	FY 21-22: 49.614% ⁽¹⁾	FY 21-22: 32.49% ⁽²⁾	FY 21-22: 32.49% ⁽³⁾	FY 21-22: 46.182% ⁽⁶⁾	FY 21-22: 48.864% ⁽⁸⁾	FY 21-22: 32.49% ⁽⁴⁾	FY 21-22: 32.49% ⁽³⁾
	FY 21-22: 49.082% ⁽⁷⁾	FY 22-23: 51.144% ⁽¹⁾	FY 22-23: 32.62% ⁽²⁾	FY 22-23: 32.62% ⁽³⁾	FY 22-23: 47.712% ⁽⁶⁾	FY 22-23: 48.144% ⁽⁸⁾	FY 22-23: 32.62% ⁽⁴⁾	FY 22-23: 32.62% ⁽³⁾
	FY 22-23: 50.612% ⁽⁷⁾	FY 23-24: 54.614% ⁽¹⁾	FY 23-24: 31.41% ⁽²⁾	FY 23-24: 31.41% ⁽³⁾	FY 23-24: 50.432% ⁽⁶⁾	FY 23-24: 50.864% ⁽⁸⁾	FY 23-24: 31.41% ⁽⁴⁾	FY 23-24: 31.41% ⁽³⁾
	FY 23-24: 54.082% ⁽⁷⁾	FY 24-25: 59.564% ⁽¹⁾	FY 24-25: 33.12% ⁽²⁾	FY 24-25: 33.12% ⁽³⁾	FY 24-25: 56.032% ⁽⁶⁾	FY 24-25: 55.814% ⁽⁸⁾	FY 24-25: 33.12% ⁽⁴⁾	FY 24-25: 33.12% ⁽³⁾
	FY 24-25: 59.032% ⁽⁷⁾							
	Nonsworn							Police Chief FY 17-18: 37.767% ⁽⁷⁾
	FY 17-18: 24.037% ⁽⁵⁾							FY 18-19: 38.731% ⁽⁷⁾
	FY 18-19: 27.041% ⁽⁵⁾							FY 19-20: 43.355% ⁽⁶⁾
	FY 19-20: 29.451% ⁽⁵⁾							
								FY 20-21: 45.416% ⁽⁶⁾
	FY 20-21: 30.702% ⁽⁵⁾							FY 21-22: 45.182% ⁽⁶⁾
	FY 21-22: 31.29% ⁽⁵⁾							FY 22-23: 46.712% ⁽⁶⁾
	FY 22-23: 31.42% ⁽⁵⁾							FY 23-24: 49.432% ⁽⁶⁾
	FY 23-24: 30.21% ⁽⁵⁾ FY 24-25: 31.92% ⁽⁵⁾							FY 24-25: 55.032% ⁽⁶⁾
								Fire Chief
	New Members							FY 17-18: 37.549% ⁽⁸⁾
	FY 17-18: 25.037% ⁽⁵⁾							FY 18-19: 38.513% ⁽⁸⁾
	FY 18-19: 28.041% ⁽⁵⁾							FY 19-20: 43.787% ⁽⁸⁾
	FY 19-20: 30.451% ⁽⁵⁾							FY 20-21: 45.848% ⁽⁸⁾
	FY 20-21: 31.702% ⁽⁵⁾							FY 21-22: 45.614% ⁽⁸⁾
	FY 21-22: 32.29% ⁽⁵⁾							FY 22-23: 47.144% ⁽⁸⁾
	FY 22-23: 32.42% ⁽⁵⁾							FY 23-24: 49.864% ⁽⁸⁾
	FY 23-24: 31.21% ⁽⁵⁾							FY 24-25: 54.814% ⁽⁸⁾
	FY 24-25: 32.92% ⁽⁵⁾							

^{*} For footnote, see Page 18.

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			SERVICE EMPLOYEES					
		MOUNTAIN VIEW						LINDEDDESENTED
			INTERNATIONAL					UNREPRESENTED
	POLICE OFFICERS	PROFESSIONAL	UNION		UNREPRESENTED	UNREPRESENTED FIRE	UNREPRESENTED	DEPARTMENT HEADS &
BENEFITS	ASSOCIATION (POA)	FIREFIGHTERS (MVFF)	(SEIU)	EAGLES	POLICE MANAGERS	MANAGERS	CONFIDENTIAL	COUNCIL APPOINTEES
PERS EMPLOYEE SHARE	<u>Sworn</u>	FY 17-18: 17.366% ⁽¹⁾	FY 17-18: 11.5% ⁽²⁾	FY 17-18: 11.5% ⁽³⁾	FY 17-18: 15.798% ⁽⁶⁾	FY 17-18: 15.366% ⁽⁸⁾	FY 17-18: 11.5% ⁽⁴⁾	FY 17-18: 11.5% ⁽³⁾
	FY 17-18: 15.148% ⁽⁷⁾	FY 18-19: 17.366% ⁽¹⁾	FY 18-19: 11.5% ⁽²⁾	FY 18-19: 11.5% ⁽³⁾	FY 18-19: 15.798% ⁽⁶⁾	FY 18-19: 15.366% ⁽⁸⁾	FY 18-19: 11.5% ⁽⁴⁾	FY 18-19: 11.5% ⁽³⁾
Employee Rate + Cost Share	FY 18-19: 15.148% ⁽⁷⁾	FY 19-20: 17.366% ⁽¹⁾	FY 19-20: 11.5% ⁽²⁾	FY 19-20: 11.5% ⁽³⁾	FY 19-20: 15.798% ⁽⁶⁾	FY 19-20: 15.366% ⁽⁸⁾	FY 19-20: 11.5% ⁽⁴⁾	FY 19-20: 11.5% ⁽³⁾
(taken from salary and	FY 19-20: 15.148% ⁽⁷⁾	FY 20-21: 17.366% ⁽¹⁾	FY 20-21: 11.5% ⁽²⁾	FY 20-21: 11.5% ⁽³⁾	FY 20-21: 15.798% ⁽⁶⁾	FY 20-21: 15.366% ⁽⁸⁾	FY 20-21: 11.5% ⁽⁴⁾	FY 20-21: 11.5% ⁽³⁾
credited to member's	FY 20-21: 15.148% ⁽⁷⁾	FY 21-22: 17.366% ⁽¹⁾	FY 21-22: 11.5% ⁽²⁾	FY 21-22: 11.5% ⁽³⁾	FY 21-22: 15.798% ⁽⁶⁾	FY 21-22: 15.366% ⁽⁸⁾	FY 21-22: 11.5% ⁽⁴⁾	FY 21-22: 11.5% ⁽³⁾
account)	FY 21-22: 15.148% ⁽⁷⁾	FY 22-23: 17.366% ⁽¹⁾	FY 22-23: 11.5% ⁽²⁾	FY 22-23: 11.5% ⁽³⁾	FY 22-23: 15.798% ⁽⁶⁾	FY 22-23: 15.366% ⁽⁸⁾	FY 22-23: 11.5% ⁽⁴⁾	FY 22-23: 11.5% ⁽³⁾
	FY 22-23: 15.148% ⁽⁷⁾	FY 23-24: 17.366% ⁽¹⁾	FY 23-24: 11.5% ⁽²⁾	FY 23-24: 11.5% ⁽³⁾	FY 23-24: 15.798% ⁽⁶⁾	FY 23-24: 15.366% ⁽⁸⁾	FY 23-24: 11.5% ⁽⁴⁾	FY 23-24: 11.5% ⁽³⁾
	FY 23-24: 15.148% ⁽⁷⁾	FY 24-25: 17.366% ⁽¹⁾	FY 24-25: 11.5% ⁽²⁾	FY 24-25: 11.5% ⁽³⁾	FY 24-25: 15.148% ⁽⁶⁾	FY 24-25: 15.366% ⁽⁸⁾	FY 24-25: 11.5% ⁽⁴⁾	FY 24-25: 11.5% ⁽³⁾
	FY 24-25: 15.148% ⁽⁷⁾							New Members
	New Members	New Members	New Members	New Members	New Members	New Members	New Members	FY 17-18: 10.5% ⁽⁴⁾
	FY 17-18: 13.398% ⁽⁷⁾		FY 17-18: 10.5% ⁽²⁾	FY 17-18: 10.5% ⁽³⁾	FY 17-18: 14.798% ⁽⁶⁾	FY 17-18: 14.366% ⁽⁸⁾	FY 17-18: 10.5% ⁽⁴⁾	FY 18-19: 10.5% ⁽⁴⁾
	FY 18-19: 13.398% ⁽⁷⁾	FY 17-18: 12.866% ⁽¹⁾	FY 18-19: 10.5% ⁽²⁾	FY 18-19: 10.5% ⁽³⁾	FY 18-19: 14.798% ⁽⁶⁾	FY 18-19: 14.366% ⁽⁸⁾	FY 18-19: 10.5% ⁽⁴⁾	FY 19-20: 10.5% ⁽⁴⁾
	FY 19-20: 13.398% ⁽⁷⁾	FY 18-19: 12.866% ⁽¹⁾	FY 19-20: 10.5% ⁽²⁾	FY 19-20: 10.5% ⁽³⁾	FY 19-20: 14.798% ⁽⁶⁾	FY 19-20: 14.366% ⁽⁸⁾	FY 19-20: 10.5% ⁽⁴⁾	FY 20-21: 10.5% ⁽⁴⁾
	FY 20-21: 14.148% ⁽⁷⁾	FY 19-20: 12.866% ⁽¹⁾	FY 20-21: 10.5% ⁽²⁾	FY 20-21: 10.5% ⁽³⁾	FY 20-21: 14.798% ⁽⁶⁾	FY 20-21: 14.366% ⁽⁸⁾	FY 20-21: 10.5% ⁽⁴⁾	FY 21-22: 10.5% ⁽⁴⁾
	FY 21-22: 14.148% ⁽⁷⁾	FY 20-21: 13.616% ⁽¹⁾	FY 21-22: 10.5% ⁽²⁾	FY 21-22: 10.5% ⁽³⁾	FY 21-22: 14.798% ⁽⁶⁾	FY 21-22: 14.366% ⁽⁸⁾	FY 21-22: 10.5% ⁽⁴⁾	FY 22-23: 10.5% ⁽⁴⁾
	FY 22-23: 14.148% ⁽⁷⁾	FY 21-22: 13.616% ⁽¹⁾	FY 22-23: 10.5% ⁽²⁾	FY 22-23: 10.5% ⁽³⁾	FY 22-23: 14.798% ⁽⁶⁾	FY 22-23: 14.366% ⁽⁸⁾	FY 22-23: 10.5% ⁽⁴⁾	FY 23-24: 10.5% ⁽⁴⁾
	FY 23-24: 14.148% ⁽⁷⁾	FY 22-23: 13.616% ⁽¹⁾	FY 23-24: 10.5% ⁽²⁾	FY 23-24: 10.5% ⁽³⁾	FY 23-24: 14.798% ⁽⁶⁾	FY 23-24: 14.366% ⁽⁸⁾	FY 23-24: 10.5% ⁽⁴⁾	FY 24-25: 10.5% ⁽⁴⁾
	FY 24-25: 14.148% ⁽⁷⁾	FY 23-24: 13.616% ⁽¹⁾	FY 24-25: 10.5% ⁽²⁾	FY 24-25: 10.5% ⁽³⁾	FY 24-25: 14.798% ⁽⁶⁾	FY 24-25: 14.366% ⁽⁸⁾	FY 24-25: 10.5% ⁽⁴⁾	Police Chief
	<u>Nonsworn</u>	FY 24-25: 13.616% ⁽¹⁾						FY 17-18: 15.148% ⁽⁶⁾
	FY 17-18: 11.7% ⁽⁵⁾							FY 18-19: 15.148% ⁽⁶⁾
	FY 18-19: 11.7% ⁽⁵⁾							FY 19-20: 15.798% ⁽⁶⁾
	FY 19-20: 11.7% ⁽⁵⁾							FY 20-21: 15.798% ⁽⁶⁾
	FY 20-21: 11.7% ⁽⁵⁾							FY 21-22: 15.798% ⁽⁶⁾
	FY 21-22: 11.7% ⁽⁵⁾							FY 22-23: 15.798% ⁽⁶⁾
	FY 22-23: 11.7% ⁽⁵⁾							FY 23-24: 15.148% ⁽⁶⁾
	FY 23-24: 11.7% ⁽⁵⁾							FY 24-25: 15.148% ⁽⁶⁾
	FY 24-25: 11.7% ⁽⁵⁾							<u>Fire Chief</u>
	New Members							FY 17-18: 15.366% ⁽⁸⁾
	FY 17-18: 10.7% ⁽⁵⁾							FY 18-19: 15.366% ⁽⁸⁾
	FY 18-19: 10.7% ⁽⁵⁾							FY 19-20: 15.366% ⁽⁸⁾
	FY 19-20: 10.7% ⁽⁵⁾							FY 20-21: 15.366% ⁽⁸⁾
	FY 20-21: 10.7% ⁽⁵⁾							FY 21-22: 15.366% ⁽⁸⁾
	FY 21-22: 10.7% ⁽⁵⁾							FY 22-23: 15.366% ⁽⁸⁾
	FY 21-22: 10.7% ⁽⁵⁾							FY 23-24: 15.366% ⁽⁸⁾
	FY 22-23: 10.7% ⁽⁵⁾							FY 24-25: 15.366% ⁽⁸⁾
	FY 23-24: 10.7% ⁽⁵⁾							<u>Council</u>
	FY 24-25: 10.7% ⁽⁵⁾							FY 17-18: 6.25% ⁽⁹⁾
								FY 18-19: 6.25% ⁽⁹⁾
								FY 19-20: 6.25% ⁽⁹⁾
								FY 20-21: 6.25% ⁽⁹⁾
								FY 21-22: 6.25% ⁽⁹⁾
								FY 22-23: 6.25% ⁽⁹⁾
								FY 23-24: 6.25% ⁽⁹⁾
								FY 23-24: 6.25% ⁽⁹⁾

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- Employees pay a cost share of 50.0% of the employer PERS rate between 16.268% and 28.268%, with a cap of 6.0%, which is credited to employees' member accounts. Effective July 2015, employees agreed to an additional 2% cost share (8% total not including survivor benefit rate of 0.366%). The total PERS safety rate for FY 2024-25 is 61.18% (23.11% normal cost + 38.07% UAL). Fire pays an enhanced PERS survivor benefit of 0.366%. Employer rate for classic employees is 52.814% (61.18% 8.0% -0.366%). Employee rate is 17.366% (9.0% + 8.0% + 0.366%). All members also pay 1.2% OPEB Contribution not reflected in calculations. PEPRA members in the 2.7% at 57 formula pay half of the normal cost plus the cost of the survivor benefit and a cost share not to exceed 2% (12% + 0.366% + 1.25% = 13.616%). Employer rate for PEPRA is 59.564% (61.18% 1.25% 0.366%).
- Employees pay a cost share of 1.0% in FY 2006-07, 1.0% in FY 2007-08, 1.25% in FY 2008-09, and additional 0.25% FY 2013-14 and forward. Employer rate for FY 2024-25 is 32.12% (35.62% 3.5%). Employee rate is 11.50% (8.0% + 3.5%). PEPRA members in the 2% at 62 formula pay half of the normal cost plus a cost share to equal the total classic employee rate less 1% (7% + 3.5% = 10.50%).
- Employees pay a cost share of 2.0% in FY 2006-07, 0.5% in FY 2008-09, and additional 1.0% in FY 2013-14 and forward. Employer rate for FY 2024-25 is 32.12% (35.62% 3.5%). Employee rate is 11.50% (8.0% + 3.5%). PEPRA members in the 2% at 62 formula pay half of the normal cost plus a cost share to equal the total classic employee rate less 1% (7% + 3.5% = 10.50%).
- Employees pay a cost share of 1.0% in FY 2006-07, 1.0% in FY 2007-08, 0.5% in FY 2008-09, and additional 1.0% FY 2013-14 and forward. Employer rate for FY 2024-25 is 32.12% (35.62% 3.5%). Employee rate is 11.50% (8.0% + 3.5%). PEPRA members in the 2.0% at 62 formula pay half of the normal cost plus a cost share to equal the total classic employee rate less 1% (7% + 3.5% = 10.50%).
- Employees pay a cost share of 0.5% in FY 2008-09, 1.5% in FY 2009-10, and additional 1.7% in FY 2013-14 and forward. Employer rate for FY 2024-25 is 31.92% (35.62% 3.7%). Employee rate is 11.70% (8.0% + 3.7%). PEPRA members in the 2.0% at 62 formula pay half of the normal cost plus a cost share to equal the total classic employee rate less 1% (7% + 3.7% = 10.70%).
- 6) Employees pay a cost share of 50.0% of the employer PERS rate above 16.268%, with a cap of 6.0%. Police pay an enhanced PERS survivor benefit of 0.148%. Effective FY 2012-13, Unrepresented Police managers agreed to a cost share of 0.65%. The cost share of 0.65% will be discontinued in FY 2024-25 following a contract amendment. Calculations herein reflect rates after the contract amendment. Police pays an enhanced PERS survivor benefit of 0.148%. FY 2024-25 Employer rate for classic employees is 55.032% (61.18 % 6.0% 0.148%). Employee rate is 15.148% (9.0% + 6.0% + 0.148%). Members also pay 1.2% OPEB Contribution not reflected in calculations. PEPRA members in the 2.7% at 57 formula pay half of the normal cost plus a cost share to equal the total classic employee rate less 1% (12% + 2.798% = 14.798%).
- (7) Employees pay a cost share of 50.0% of the employer PERS rate above 16.268%, with a cap of 6.0%. Police pays an enhanced PERS survivor benefit of 0.148%. FY 2024-25 Employer rate for classic employees is 55.032% (61.18% 6.0% 0.148%). Employee rate is 15.148% (9.0% + 6.0% + 0.148%). Members also pay 1.2% OPEB Contribution not reflected in calculations. PEPRA members in the 2.7% at 57 formula pay half of the normal cost plus the cost of the survivor benefit and a 2% cost share (12% + 2% + 0.148% = 14.148%). Effective 2019-20 and ongoing (see Footnote 6 for Unrepresented Police Chief).
- Through FY 2012-13, employees paid a cost share of 50.0% of the employer PERS rate between 16.268% and 24.268%, with a cap of 4.0%. Effective July 2013, employees agreed to an additional 2% cost share which will sunset. Fire pays an enhanced PERS survivor benefit of 0.366%. FY 2024-25 employer rate for classic employees is 54.814% (61.18% 6.0% 0.366%). Employee rate is 15.366% (9.0% + 6.0% + 0.366%). All members also pay 1.2% OPEB Contribution not reflected in calculations. PEPRA members in the 2.7% at 57 formula pay half the normal cost plus a cost share to equal the total classic employee rate less 1%.
- effective January 1, 2013, new Councilmembers must pay half the City's normal cost. For Councilmembers elected prior to January 1, 2013, City pays their 8% employee share.

NOTE: For all unrepresented PEPRA miscellaneous employees, the additional deductions for employee share of employer contribution will not be applied to any income in excess of the limits set forth in California Government Code Section 7522.10(c).

NOTE: This document is an internal City working document and are summaries only. In case of questions or discrepancies, refer to appropriate MOU (POA/MVFF/SEIU/EAGLES). In case of Unrepresented personnel, refer to appropriate documentation, such as Council Resolutions or other reference documents.

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		I	CEDVICE ENABLOYEES	Ī		I	I	
			SERVICE EMPLOYEES					
		MOUNTAIN VIEW	INTERNATIONAL					UNREPRESENTED
	POLICE OFFICERS	PROFESSIONAL	UNION		UNREPRESENTED	UNREPRESENTED FIRE	UNREPRESENTED	DEPARTMENT HEADS &
BENEFITS	ASSOCIATION (POA)	FIREFIGHTERS (MVFF)	(SEIU)	EAGLES	POLICE MANAGERS	MANAGERS	CONFIDENTIAL	COUNCIL APPOINTEES(3)
PERS ADDITIONAL	 1 year final comp 	 1 year final comp 	 1 year final comp 	 1 year final comp 	 1 year final comp 	 1 year final comp 	 1 year final comp 	 1 year final comp
BENEFITS	 Sick leave credit 	Sick leave credit	 Sick leave credit 	Sick leave credit	 Sick leave credit 	Sick leave credit	Sick leave credit	 Sick leave credit
	Military service credit	Military service credit	 Military service credit 	Military service credit	 Military service credit 	Military service credit	Military service credit	 Military service credit
	 4th level 1959 	 4th level 1959 	 3rd level 1959 	• 3rd level 1959	 4th level 1959 	 4th level 1959 	• 3rd level 1959	 3rd level 1959
	survivor benefit	survivor benefit ⁽²⁾	survivor benefit	survivor benefit	survivor benefit	survivor benefit ⁽²⁾	survivor benefit	survivor benefit
	(effective 10/10)	• 2.0% annual COLA ⁽¹⁾	 2.0% annual COLA⁽¹⁾ 	 2.0% annual COLA⁽¹⁾ 	(effective 10/10)	• 2.0% annual COLA ⁽¹⁾	 2.0% annual COLA⁽¹⁾ 	 2.0% annual COLA⁽¹⁾
	 2.0% annual COLA⁽¹⁾ 	 Prior service credit 	 Prior service credit 	 Prior service credit 	 2.0% annual COLA⁽¹⁾ 	 Prior service credit 	 Prior service credit 	 Prior service credit
	 Prior service credit 	 Retiree death benefit 	 Retiree death benefit 	 Retiree death benefit 	 Prior service credit 	 Retiree death benefit 	 Retiree death benefit 	 Retiree death benefit
	 Retiree death benefit 	 Preretirement 			 Retiree death benefit 	 Preretirement 		
	 Preretirement 	Optional			 Preretirement 	Optional		
	Optional	Settlement 2 Death			Optional	Settlement 2 Death		
	Settlement 2 Death	Benefit ⁽²⁾ (effective			Settlement 2 Death	Benefit ⁽²⁾ (effective		
	Benefit (effective	09/10)			Benefit (effective	09/10)		
	10/10)	Alternate Death			10/10)	Alternate Death		
		Benefit for local Fire				Benefit for local Fire		
		members ⁽²⁾ (effective				members ⁽²⁾ (effective		
		09/10)				09/10)		
						·		

⁽¹⁾ If the Consumer Price Index registers a lower rate of inflation, retirees could receive a lower percentage.

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Police and Fire members have agreed to pay the full cost of PERS enhanced survivor benefits. (For the Preretirement Optional Settlement 2 Death Benefit Fire cost is 0.366% and the Police cost is 0.148%. Fourth (4th) level 1959 survivor benefit cost is invoiced by PERS annually; cost varies for Police and Safety and is paid by employees in a one-time payroll deduction each year.)

Fire Chief same as Fire (Safety), and Police Chief same as Police Officers Association.

BENEFITS	POLICE OFFICERS ASSOCIATION (POA)	MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS (MVFF)	SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
RETIREE HEALTH	<u>Sworn</u>							
PROGRAM ⁽¹⁾	Employees must meet CalPERS eligibility requirements.	Employees must meet CalPERS eligibility requirements.	Employees must have a CalPERS retirement with the City to be eligible.	Employees must have a CalPERS retirement with City to be eligible.	Employees must meet CalPERS eligibility requirements.	Employees must meet CalPERS eligibility requirements.	Employees must have a CalPERS retirement with City to be eligible.	Employees must have a CalPERS retirement with City to be eligible.
	Contributions Single coverage: City pays full premium, but not more than the premium for the: • 3rd highest health-only premium in Region 1 for pre-Medicare retirees, or • average of the health-only premiums in Region 1 for "Supplement to Medicare" or "Combination" rates for Medicare-eligible retirees. Dependent coverage: City pays 92% of the two-party or family premium rate, but not more than 92% of the two-party or family rate for the: • 3rd highest health-only premium in Region 1 for	Contributions Single coverage: City pays full premium, but not more than the premium for the: • 3rd highest health-only premium in Region 1 for pre-Medicare retirees, or • average of the health- only premiums in Region 1 for "Supplement to Medicare" or "Combination" rates for Medicare-eligible retirees. Dependent coverage: City pays 92% of the two-party or family premium rate, but not more than 92% of the two-party or family rate for the: • 3rd highest health-only premium in Region 1 for	Vesting Employees hired prior to 09/01/89 must have 5 years of continuous service with the City. Employees hired on or after 09/01/89 must have 15 years of continuous service with the City. Effective 08/01/03, vesting period is waived for employees with a work-related disability retirement. Maintenance City Contribution Employees hired prior to 07/01/07, City pays 100% of the employee-only premium.	Vesting and Contributions Employees hired prior to 08/01/89 and retired on or after 03/01/93 are grand- fathered for vesting (5 years) and must contribute 15.0%. Employees retiring on or after 01/01/97 pay: 50.0% 5<10 years, 35.0% 10<15 years of service of single coverage. Effective 08/01/03, the vesting period is waived for employees with a work- related disability retirement. Employees hired on/after 07/01/07 Employees can elect at time of hire and at 1 year to	Contributions Single coverage: City pays full premium, but not more than the premium for the: 3rd highest health-only premium in Region 1 for pre-Medicare retirees, or average of the health- only premiums available in the Bay Area for Medicare-eligible retirees. Dependent coverage: City pays 92% of the two-party or family premium rate, but not more than 92% of the two-party or family rate for the: 3rd highest health-only premium in Region 1 for pre-Medicare retirees, or	Contributions Single coverage: City pays full premium, but not more than the premium for the: 3rd highest health-only premium in Region 1 for pre-Medicare retirees, or average of the health- only premiums available in the Bay Area for Medicare eligible retirees. Dependent coverage: City pays 92% of the two-party or family premium rate, but not more than 92% of the two-party or family rate for the: 3rd highest health-only premium in Region 1 for pre-Medicare retirees, or	Vesting and Contributions Employees hired prior to 08/01/89 and retired on or after 03/01/93 are grand- fathered for vesting (5 years) and must contribute 15.0%. Employees retiring on or after 01/01/97 pay the following percent of single coverage: Greater than 5 years but less than 10 years (50%). At least 10 years but less than 15 years (65%). 15 or greater years (85%). Effective 08/01/03, the vesting period is waived for	Vesting and Contributions Employees hired prior to 08/01/89 and retired on or after 03/01/93 are grand- fathered for vesting (5 years) and must contribute 15.0%. Employees retiring on or after 01/01/97 pay the following percent of single coverage: Greater than 5 years but less than 10 years (50%). At least 10 years but less than 15 years (65%). 15 or greater years (85%). Effective 08/01/03, the vesting period is waived for
	pre-Medicare retirees, or average of the health-	pre-Medicare retirees, or average of the health-		participate in <u>either</u> a defined benefit program or a defined contribution	average of the health- only premiums in Region 1 for "Supplement to"	average of the health- only premiums in Region 1 for "Supplement to	employees with a work- related disability retirement.	employees with a work- related disability retirement.
	only premiums in Region 1 for "Supplement to Medicare" or "Combination" rates for Medicare-eligible retirees.	only premiums in Region 1 for "Supplement to Medicare" or "Combination" rates for Medicare-eligible retirees.		program.	Medicare" or "Combination" rates for Medicare eligible retirees.	Medicare" or "Combination" rates for Medicare eligible retirees.	Employees hired on/after 07/01/07 Employees can elect at time of hire and at 1 year to participate in either a defined benefit program or a defined contribution	Employees hired on/after 07/01/07 Employees can elect at time of hire and at 1 year to participate in either a defined benefit program or a defined contribution

The retirees' health plan provides medical insurance (including vision and prescription coverage) for employees who retire from the City of Mountain View through CalPERS and meet eligibility requirements. For nonsworn employees, City contributions are for single coverage only. For more information, please refer to the "City of Mountain View Retiree Health Insurance Program."

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	POLICE OFFICERS	MOUNTAIN VIEW PROFESSIONAL	SERVICE EMPLOYEES INTERNATIONAL UNION		UNREPRESENTED	UNREPRESENTED FIRE	UNREPRESENTED	UNREPRESENTED DEPARTMENT HEADS &
BENEFITS	ASSOCIATION (POA)	FIREFIGHTERS (MVFF)	(SEIU)	EAGLES	POLICE MANAGERS	MANAGERS	CONFIDENTIAL	COUNCIL APPOINTEES
BENEFITS ETIREE HEALTH (ROGRAM(1) continued)			UNION (SEIU) Clerical/Technical City Contribution City pays 100% for employees retired prior to 03/01/93. City pays 85.0% for employees retired 03/01/93 through 06/27/98. Employees hired prior to 07/01/07, City pays 100% of HMO and 85.0% of non-HMO, single coverage. Employees hired on/after 07/01/07 City pays a maximum of 85.0% of an HMO plan, single coverage. Employee must pay for any dependents. Employees hired on/after 07/01/10 Employees can elect at time of hire and at 1 year to participate in either a defined benefit program or a defined contribution program.	EAGLES		-		

The retirees' health plan provides medical insurance (including vision and prescription coverage) for employees who retire from the City of Mountain View through CalPERS and meet eligibility requirements. For nonsworn employees, City contributions are for single coverage only. For more information, please refer to the "City of Mountain View Retiree Health Insurance Program."

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	POLICE OFFICERS	MOUNTAIN VIEW PROFESSIONAL	SERVICE EMPLOYEES INTERNATIONAL UNION		UNREPRESENTED	UNREPRESENTED FIRE	UNREPRESENTED	UNREPRESENTED DEPARTMENT HEADS &
BENEFITS	ASSOCIATION (POA)	FIREFIGHTERS (MVFF)	(SEIU)	EAGLES	POLICE MANAGERS	MANAGERS	CONFIDENTIAL	COUNCIL APPOINTEES
RETIREE HEALTH	• • • • • • • • • • • • • • • • • • • •	FIREFIGHTERS (IVIVEF)	· · ·	Defined Benefit Program	POLICE IVIAINAGERS	IVIANAGERS		
	Employees hired on/after 07/01/07		<u>Defined Benefit Program</u> Employees hired after	Employees hired after			<u>Defined Benefit Program</u> Employees hired after	<u>Defined Benefit Program</u> Employees hired after
PROGRAM	City pays a maximum of		07/01/10 who choose to	07/01/07 who choose to			07/01/07 who choose to	07/01/07 who choose to
(continued) ⁽¹⁾	85.0% of an HMO plan,		have a defined benefit	have a defined benefit			have a defined benefit	have a defined benefit
	single coverage.		plan, the City will pay a	plan, the City will pay a			plan, the City will pay a	plan, the City will pay a
	single coverage.		maximum of 85.0% of an	maximum of 85.0% of an			maximum of 85.0% of an	maximum of 85.0% of an
	Employee must pay for any		HMO plan, single	HMO plan, single			HMO plan, single	HMO plan, single
	dependents.		coverage.	coverage.			coverage.	coverage.
	dependents.		coverage.	coverage.			coverage.	coverage.
	Employees hired on/after		Employee must work for	Employee must work for			Employee must work for	Employee must work for
	<u>07/01/15</u>		15 continuous years and	15 continuous years and			15 continuous years and	15 continuous years and
	Employees can elect at		retire with the City to be	retire with the City to be			retire with the City to be	retire with the City to be
	time of hire and at 1 year		eligible.	eligible.			eligible.	eligible.
	to participate in <u>either</u> a							
	defined benefit program or		Defined Contribution	Defined Contribution			Reinstitute a tiered vesting	(Excludes sworn
	a defined contribution		<u>Program</u>	<u>Program</u>			schedule effective July 1,	department heads.)
	program.		See "Retirement Health	See "Retirement Health			2024 for new hires and	
			Savings Account."	Savings Account."			current employees in the	Reinstitute a tiered vesting
	Defined Benefit Program						unrepresented	schedule effective July 1,
	Employees hired after						miscellaneous groups with	2024 for new hires and
	07/01/15 who choose to						the following tiers:	current employees in the
	have a defined benefit						 Greater than 5 years 	unrepresented
	plan, the City will pay a						but less than 10 years	miscellaneous groups with
	maximum of 85.0% of an						(50%).	the following tiers:
	HMO plan, single						At least 10 years but	Greater than 5 years
	coverage.						less than 15 years	but less than 10 years
							(65%).	(50%).
	Employee must work for						• 15 or greater years	At least 10 years but
	15 continuous years and						(85%).	less than 15 years
	retire with the City to be							(65%).
	eligible.						<u>Defined Contribution</u> Program	• 15 or greater years (85%).
	Defined Contribution						See "Retirement Health	(05/0).
	Program						Savings Account."	Defined Contribution
	See "Retirement Health						Savings Account.	Program
	Savings Account."							See "Retirement Health
								Savings Account."

The retirees' health plan provides medical insurance (including vision and prescription coverage) for employees who retire from the City of Mountain View through CalPERS and meet eligibility requirements. For nonsworn employees, City contributions are for single coverage only. For more information, please refer to the "City of Mountain View Retiree Health Insurance Program."

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BENEFITS	POLICE OFFICERS ASSOCIATION (POA)	MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS (MVFF)	SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
RETIREMENT HEALTH	<u>Employee</u>	<u>Employee</u>	<u>Employee</u>	<u>Employee</u>	<u>Employee</u>	<u>Employee</u>	<u>Employee</u>	<u>Employee</u>
SAVINGS ACCOUNT	Contributions	Contributions	Contributions	Contributions	Contributions	Contributions	Contributions	Contributions
(RHS)	N/A	Sick leave balance	N/A	Sick leave balance	Ongoing contribution of	Sick leave balance	50% of sick leave	<u>Department Heads</u>
	(effective 10/2021)	determined by sick		determined by sick	8-hour vacation accrual	determined by sick	balances determined by	
		leave payoff formula at		leave payoff formula at	each quarter. (effective	leave payoff formula at	sick leave payoff	balances determined by
		time of retirement shall		time of retirement shall	11/2021)	time of retirement shall	formula at time of	sick leave payoff
		be deposited into a		be deposited into a		be deposited into a	retirement shall be	formula at time of
		trust fund for health		trust fund for health	See also "sick leave	trust fund for health	deposited into a trust	retirement shall be
		expenses.		expenses.	payoff."	expenses.	fund for health	deposited into a trust
		(effective 06/02/08)		(effective 10/01/10)		(effective 06/01/11)	expenses.	fund for health
							(effective 09/01/10)	expenses. (effective
		See also "sick leave		See also "sick leave		See also "sick leave		11/01/10) (Council
		payoff."		payoff."		payoff."	See also "sick leave	appointees excluded.)
							payoff."	
								See also "sick leave payoff."
	Nonsworn	City Contributions	City Contributions	City Contributions	City Contributions	City Contributions	City Contributions	City Contributions
	City Contributions	N/A	Employees hired	Employees hired	N/A	N/A	Employees hired	Employees hired
	Employees hired		on/after 07/01/10	on/after 07/01/07			on/after 07/01/07	on/after 07/01/07
	on/after 07/01/15		Employees can elect at	Employees can elect at			Employees can elect at	Employees can elect at
	Employees can elect at		time of hire and at	time of hire and at			time of hire and at	time of hire and at
	time of hire and at		1 year to participate in	1 year to participate in			1 year to participate in	1 year to participate in
	1 year to participate in		either a defined benefit	either a defined benefit			either a defined benefit	either a defined benefit
	either a defined benefit program or a defined		program or a defined	program or a defined			program or a defined	program or a defined
	1		contribution program for their Retiree Health	contribution program for their Retiree Health			contribution program for their Retiree Health	contribution program for their Retiree Health
	contribution program for their Retiree Health		Plan benefits.	Plan benefits.			Plan benefits.	Plan benefits.
	Plan benefits.		רומוו טפוופוונג.	רומוו טפוופוונג.			rian benefits.	rian benents.
	רומוו טפוופוונג.							

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BENEFITS	POLICE OFFICERS ASSOCIATION (POA)	MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS (MVFF)	SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
RETIREMENT HEALTH	<u>Defined Contribution</u>		Defined Contribution	<u>Defined Contribution</u>			<u>Defined Contribution</u>	<u>Defined Contribution</u>
SAVINGS ACCOUNT	(DC) Program		(DC) Program	(DC) Program			(DC) Program	(DC) Program
(RHS)	Employer pays to RHS		Employer pays to RHS	Employer pays to RHS			Employer pays to RHS	Employer pays to RHS
(continued)	the following monthly		the following monthly	the following monthly			the following monthly	the following monthly
	contributions based on		contributions based on	contributions based on			contributions based on	contributions based on
	years of service:		years of service:	years of service:			years of service:	years of service:
	Yrs of Serv Amount* 0-5 \$355.44 6-10 \$459.69 10+ \$563.93 (effective 07/01/24)		Yrs of Serv Amount* 0-5 \$355.44 6-10 \$459.69 10+ \$563.93 (effective 07/01/24)	Yrs of Serv Amount* 0-5 \$355.44 6-10 \$459.69 10+ \$563.93 (effective 07/01/24)			Yrs of Serv Amount* 0-5 \$355.44 6-10 \$459.69 10+ \$563.93 (effective 07/01/24)	Yrs of Serv Amount* 0-5 \$355.44 6-10 \$459.69 10+ \$563.93 (effective 07/01/24)
	DC Vesting 100% at 5 years.		DC Vesting 100% at 5 years.	DC Vesting 100% at 5 years.			DC Vesting 100% at 5 years.	DC Vesting 100% at 5 years.
	*Increases by a fixed		*Increases by a fixed	*Increases by a fixed			*Increases by a fixed	*Increases by a fixed
	COLA of 3% each July 1.		COLA of 3% each July 1.	COLA of 3% each July 1.			COLA of 3% each July 1.	COLA of 3% each July 1.
	(effective 07/01/18)		(effective 07/01/18)	(effective 07/01/18)			(effective 07/01/18)	(effective 07/01/18)
								(Excludes sworn department heads.)
SICK LEAVE ACCRUAL	96 hours annually.	96 hours annually.	96 hours annually.	96 hours annually.	96 hours annually.	96 hours annually.	96 hours annually.	96 hours annually.
Prorated for regular part-time employees.		24-Hour Shift Employees 144 hours annually.				Shift BCs 144 hours annually.		

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BENEFITS	POLICE OFFICERS ASSOCIATION (POA)	MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS (MVFF)	SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
SICK LEAVE INCENTIVE	<u>Sworn</u>							
	4 hours vacation if no	56-hour fire	4 hours vacation, plus	8 hours vacation if no	8 hours vacation if no	8 hours vacation if no	8 hours vacation if no	8 hours vacation if no
Prorated for regular	sick leave taken within	represented personnel	conversion of 4 hours of	sick leave taken within	sick leave taken within	sick leave taken within	sick leave taken within	sick leave taken within
part-time employees.	the payroll quarter.	receive 8 hours of pay	sick leave to 4 hours of	the payroll quarter.	the payroll quarter.	the payroll quarter.	the payroll quarter.	the payroll quarter.
	(effective 06/24/12)	at their hourly rate for no sick leave taken	vacation if no sick leave taken within the payroll	(effective 06/23/24)	(effective 07/01/00)	(effective 06/23/24)	(effective 06/23/24)	(effective 06/23/24)
	<u>Nonsworn</u>	within payroll quarter.	quarter. (effective					
	4 hours vacation if no	Fire Prevention	07/01/17)					
	sick leave taken within	personnel (40-hour)						
	the payroll quarter.	receive 6 hours of						
	(effective 06/24/12)	vacation for each quarter that sick leave is						
	Prorated for regular	not used.						
	part-time employees.							

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BENEFITS	POLICE C		PROFES	AIN VIEW SSIONAL ERS (MVFF)	INTERNA UN	MPLOYEES ATIONAL ION IU)	EA	GLES	_	ESENTED		SENTED FIRE		ESENTED DENTIAL	DEPARTME	RESENTED INT HEADS & APPOINTEES
SICK LEAVE PAYOFF	Sworn/N	onsworn		-		-										
	Upon layoff,	regular	Upon layoff,	, regular	Upon layoff,	, regular	Upon layoff	, regular	Upon layoff	, regular	Upon layof	f, regular	Upon layoff	, regular	Upon layoff	, regular
	PERS retirem	nent or dis-	PERS retiren	nent or	PERS retiren	nent or	PERS retire	ment or	PERS retirer	ment or	PERS retire	ment or	PERS retirer	ment or	PERS retirer	ment or
	ability retire	ment,	retirement of	disability,	retirement of	disability,	retirement	disability,	retirement (disability,	retirement	disability,	retirement	disability,	retirement	disability,
	employees a	re eligible	employees a	are eligible	employees a	are eligible	employees	are eligible	employees	are eligible	employees	are eligible	employees	are eligible	employees	are eligible
	for payment	of unused	for payment	t of unused	for payment	of unused	for paymen	t of unused	for payment	t of unused	for paymer	nt of unused	for paymen	t of unused	for paymen	t of unused
	sick leave, lin	mited to an	sick leave, li	mited to an	sick leave, li	mited to an	sick leave, I	imited to an	sick leave, li	imited to an	sick leave,	limited to an	sick leave, li	mited to an	sick leave, li	imited to an
	accumulatio	n of	allowance o	f	accumulatio	n of	accumulation	on of	accumulatio	on of	accumulati	on of	accumulatio	on of	accumulation	on of
	1,000 hours	(effective	1,440 hours	, max. 1,152	960 hours, r	nax.	960 hours r	nax.	1,000 hours	max.	960 hours i	max.	960 hours n	nax.	960 hours n	nax.
	07/95), max	. 900 hours	hours (80.09	% of 1,440)	768 hours (8	30.0% of	768 hours (80.0% of	900 hours (9	90.0% of	768 hours ((80.0% of	768 hours (8	80.0% of	768 hours (80.0% of
	(90.0% of 1,0	000) in	for shift pos	itions, and	960) in acco	rdance with	960) in acco	ordance with	1,000) in ac	cordance	960) in acco	ordance with	960) in acco	rdance with	960) in acco	rdance with
	accordance	with the	960 hours, r	nax. 768	the followin	g schedule:	the following	ng schedule:	with the foll	lowing	the following	ng schedule:	the followin	g schedule:	the followin	ng schedule:
	following sch	hedule:	hours (80.09	% of 960),					schedule (et	ffective						
			for 40-hour	employees	Yrs of Contir	nuous	Yrs of Conti	nuous	07/95):		Yrs of Cont	inuous	Yrs of Conti	nuous	Yrs of Conti	nuous
	Yrs of Contin	nuous	in accordan	ce with the	Service	<u>%</u>	Service	<u>%</u>			Service	<u>%</u>	Service	<u>%</u>	Service	<u>%</u>
	Service	<u>%</u>	following sc	hedule:	0<10	0	0<10	0	Yrs of Conti	nuous	0<10	0	0<10	0	0<10	0
	0<10	0			10<15	20	10<15	20	Service	<u>%</u>	10<15	20	10<15	20	10<15	20
	10 ⁽¹⁾ <15	20	Yrs of Contin	nuous	15<20	35	15<20	35	0<10	0	15<20	35	15<20	35	15<20	35
	15 ⁽¹⁾ <20	35	Service	<u>%</u>	20<25	55	20<25	55	10<15	20	20<25	55	20<25	55	20<25	55
	20 ⁽¹⁾ <25	55	0<10	0	25+	80	25+	80	15<20	35	25+	80	25+	80	25+	80
	25+ ⁽¹⁾	90	10<15	20					20<25	55						
			15<20	35	Paid at three	e-year	Effective 07	7/05, paid at	25+	90	Paid at thre	ee-year	Effective 07	/05, paid at	Paid at curr	ent base
	Paid at three	e-year	20<25	55	average of b	ase salary.	current bas	e salary rate			average of	base salary.	current base	e salary rate	salary rate of	of pay.
	average of b	ase salary.	25+	80			of pay.		Paid at thre	e-year			of pay.			
									average of b	oase salary.	Shi	ft BCs				
			Paid at curre	ent base							Eligible for	80.0% of				
			salary rate o	of pay.							1,440 (max	. 1,152 hours				
											per above y	years of				
											service).					

⁽¹⁾ Beginning of year of service.

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BENEFITS	POLICE OFFICERS ASSOCIATION (POA)	MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS (MVFF)	SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
SICK LEAVE PAYOFF	For retirement	For retirement	Balance of sick leave	For retirement	For retirement	For retirement	For retirement	70% of sick leave payoff
(continued)	purposes, 100% of	purposes, 100% of	reported to PERS for	purposes, 100% of	purposes, 100% of	purposes, 100% of	purposes, 50% of	for retirement purposes
	eligible sick leave payoff	eligible sick leave payoff	additional service credit.	eligible sick leave payoff	eligible sick leave payoff	eligible sick leave payoff	eligible sick leave payoff	shall be deposited into a
	shall be deposited into a	shall be deposited into a		shall be deposited into a	shall be deposited into a	shall be deposited into a	shall be deposited into a	Retirees' Health Savings
	Retirees' Health Savings	Retirees' Health Savings	Upon the death of an	Retirees' Health Savings	Retirees' Health Savings	Retirees' Health Savings	Retirees' Health Savings	Plan. (effective
	Plan. (effective	Plan. (effective	employee, irrespective	Plan. (effective	Plan. (effective	Plan. (effective	Plan. (effective	11/01/10) (Council
	05/01/09)	06/02/08)	of years of service, full payment of unused sick	10/01/10)	05/01/09)	06/01/11)	09/01/10)	appointees excluded)
	Balance of sick leave	Balance of sick leave	leave shall be made to	Balance of sick leave	Balance of sick leave	Balance of sick leave	Balance of sick leave	Balance of sick leave
	reported to PERS for	reported to PERS for	the employee's	reported to PERS for	reported to PERS for	reported to PERS for	reported to PERS for	reported to PERS for
	additional service credit.	additional service credit.	beneficiary.	additional service credit.	additional service credit.	additional service credit.	additional service credit.	additional service credit.
	Upon the death of an	Upon the death of an		Upon the death of an	Upon the death of an	Upon the death of an	Upon the death of an	Upon the death of an
	employee, irrespective	employee, irrespective		employee, irrespective	employee, irrespective	employee, irrespective	employee, irrespective	employee, irrespective
	of years of service, full	of years of service, full		of years of service, full	of years of service, full	of years of service, full	of years of service, full	of years of service, full
	payment of unused sick	payment of unused sick		payment of unused sick	payment of unused sick	payment of unused sick	payment of unused sick	payment of unused sick
	leave shall be made to	leave shall be made to		leave shall be made to	leave shall be made to	leave shall be made to	leave shall be made to	leave shall be made to
	the employee's	the employee's		the employee's	the employee's	the employee's	the employee's	the employee's
	beneficiary.	beneficiary. (effective 07/07)		beneficiary.	beneficiary.	beneficiary.	beneficiary.	beneficiary.

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BENEFITS	POLICE OFFICERS ASSOCIATION (POA)	MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS (MVFF)	SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
SPECIALTY PAY ASSIGNMENTS:								
Admin. Units	\$500/month (effective 06/23/2024)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Bilingual Pay ⁽¹⁾	\$300/month (effective 07/01/24) Nonsworn \$300/month (effective 07/01/24)	\$100/month (Level 1) \$300/month (Level 2) (effective 07/01/24)	\$300/month (effective 07/01/24)	\$300/month (effective 07/1/24)	\$300/month (effective 07/1/24)	\$100/month (Level 1) \$300/month (Level 2) (effective 07/01/24)	\$300/month (effective 07/01/24)	\$300/month (effective 07/01/24) (excludes Council appointees)
Call Back/Recall	Scheduled: 2 hours Unscheduled: 3 hours	Suppression: 2 hours DFM: 3 hours	3 hours pay for eligible classifications	1 hour pay for eligible classifications	N/A	N/A	N/A	N/A
Canine Officer	Sworn 5.0% of base salary	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Communications Training Officer (CTO)	N/A	N/A	PSD II: 7.5% while training (effective 5/18)	N/A	N/A	N/A	N/A	N/A
CSO/Records/ Administration ⁽²⁾	\$500/month (effective 06/23/2024)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Department Head Specialty Pay	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$595.83/month (excludes Council appointees and safety)
Duty Program	N/A	N/A	Standby: \$70/weeknight \$100/weekend Overtime for calls as defined in Appendix C of the MOU.	N/A	N/A	N/A	N/A	N/A

⁽¹⁾ Bilingual pay designation is subject to need of department and approval of Human Resources Director.

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⁽²⁾ Applies only to Community Services Officers (Investigative Services and Property and Financial Crimes), Records (Warrant Officer and Court Officer), and Administration (Community Action and Information and Field Services/AVASA).

BENEFITS	POLICE OFFICERS ASSOCIATION (POA)	MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS (MVFF)	SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
SPECIALTY PAY ASSIGNMENTS: (continued)								
Emergency Strike Team Pay	N/A	State Emergency Response Pay 1.5 normal rate (effective 07/01/01)	N/A	N/A		State Emergency Response Pay 1.5 normal rate (effective 07/01/07)		
Field Training: FTO Officer	Sworn Police Officers: 7.5% of biweekly salary (while training) (effective 04/00)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FTO Coordinator	Sworn 7.5% of biweekly salary (while training) (effective 04/00)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CSO/Records	Nonsworn 7.5% of biweekly salary (while training) (effective 06/16/01)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
HazMat Training	N/A	5% per shift (effective 7/15)	N/A	N/A	N/A	N/A	N/A	N/A
Investigative Services	5.0% of biweekly salary (effective 07/07)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Motorcycle Officer	Sworn 5.0% of biweekly salary (includes Traffic Sergeant)	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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BENEFITS	POLICE OFFICERS ASSOCIATION (POA)	MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS (MVFF)	SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
SPECIALTY PAY ASSIGNMENTS: (continued)								
Paramedic	N/A	7.5% of top step Firefighter; Captains only (effective 07/17)	N/A	N/A	N/A	N/A	N/A	N/A
Special Operations	\$500/month (effective 06/23/2024)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Tiller Operator Premium	N/A	5% of salary (effective 07/15)	N/A	N/A	N/A	N/A	N/A	N/A
Training Captain	N/A	13% of salary (effective 07/17)	N/A	N/A	N/A	N/A	N/A	N/A
Workweek Shift Change	N/A	N/A	\$100 stipend	N/A	N/A	N/A	N/A	N/A

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BENEFITS	POLICE OFFICERS ASSOCIATION (POA)	MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS (MVFF)	SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
TUITION	Sworn and Nonsworn							
REIMBURSEMENT	\$2,000/fiscal year for completion of individual	\$2,000/fiscal year. (effective 7/1/15)	\$2,000/fiscal year for completion of individual	\$2,000/fiscal year for completion of individual	\$2,000/fiscal year for completion of individual	\$2,000/fiscal year for completion of individual	\$2,000/fiscal year for completion of individual	\$2,000/fiscal year for completion of individual
Prorated for regular	college courses or		college courses or	college courses or	college courses or	college courses or	college courses or	college courses or
part-time employees.	training courses which an employee may take without pursuing a college degree. (effective 07/07) Up to \$10,000 per FY with a \$20,000 lifetime max. for employees to enroll in and complete accredited college coursework required to obtain a job-related bachelor's or master's degree or approved leadership program. (effective 07/15; retro to 07/13)	Up to \$10,000 per FY with a \$20,000 lifetime max. for employees to enroll in and complete accredited college coursework required to obtain a job-related bachelor's or master's degree or approved leadership program. (effective 07/15; retro to 07/13)	training courses which an employee may take without pursuing a college degree. (effective 07/01/11) May combine 2 years and may cash out up to 120 hours of vacation for the purposes of tuition reimbursement, in addition to other vacation cash-out provisions. (effective 06/24/12) Up to \$10,000 per FY with a \$20,000 lifetime max. for employees to enroll in and complete accredited college coursework required to obtain a job-related bachelor's or master's degree or approved leadership program. (effective 07/15; retro	training courses which an employee may take without pursuing a college degree. (effective 07/01/11) Up to \$10,000 per FY with a \$20,000 lifetime max. for employees to enroll in and complete accredited college coursework required to obtain a job-related bachelor's or master's degree or approved leadership program. (effective 07/15; retro to 07/13)	training courses which an employee may take without pursuing a college degree. (effective 07/07) Up to \$10,000 per FY with a \$20,000 lifetime max. for employees to enroll in and complete accredited college coursework required to obtain a job-related bachelor's or master's degree or approved leadership program. (effective 07/15; retro to 07/13)	training courses which an employee may take without pursuing a college degree. (effective 07/07) Up to \$10,000 per FY with a \$20,000 lifetime max. for employees to enroll in and complete accredited college coursework required to obtain a job-related bachelor's or master's degree or approved leadership program. (effective 07/15; retro to 07/13)	training courses which an employee may take without pursuing a college degree. (effective 07/01/11) Up to \$10,000 per FY with a \$20,000 lifetime max. for employees to enroll in and complete accredited college coursework required to obtain a job-related bachelor's or master's degree or approved leadership program. (effective 07/15; retro to 07/13)	training courses which an employee may take without pursuing a college degree. (effective 07/01/11) May combine 2 years and may cash out up to 120 hours of vacation for the purposes of tuition reimbursement, in addition to other vacation cash-out provisions. (effective 06/24/12) Up to \$10,000 per FY with a \$20,000 lifetime max. for employees to enroll in and complete accredited college coursework required to obtain a job-related bachelor's or master's degree or approved leadership program. (effective 07/15; retro

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BENEFITS	POLICE OFFICERS ASSOCIATION (POA)	MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS (MVFF)	SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
UNIFORM ALLOWANCE	<u>Sworn</u>							
	Uniforms are provided.	Uniforms are provided,	Certain articles of clothing	Not applicable except as	\$450/year cleaning	Uniforms are provided,	N/A	Not applicable except as
TOOL ALLOWANCE	Cleaning allowance	replaced and cleaned by	are provided and cleaned	follows:	allowance.	cleaned, and replaced as		follows:
	converted to salary.	the City when needed.	as necessary. Employees		(effective 07/07)	needed. (Est. cost:		
	(\$17.25 per pay period)	(Est. cost of purchasing/	receive \$540 annually for	<u>Hazardous Materials</u>		\$27/mo.)		Police Chief
	(effective 04/02/00)	cleaning/maintenance:	the purchase, cleaning and	Specialists and OES				\$450/year cleaning
		\$27/mo.)	maintenance of pants and	Uniforms are provided,				allowance.
	<u>Nonsworn</u>		jackets. Prorated for	replaced, and cleaned by				
	Uniforms are provided.	\$4.00 biweekly allowance	regular part-time	City when needed.				<u>Fire Chief</u>
	Cleaning allowance	for purchase of T-shirts,	employees and new					Uniforms are provided,
	converted to salary.	sweats, hats, etc.	employees.					cleaned, and replaced as
		(effective 08/28/94)						needed. (Est. cost:
	Records Specialist and		\$450 annually for safety					\$27/mo.)
	Lead Records Specialist		shoes (prior to 07/02/00,					
	\$14.95 biweekly (effective		this was a reimbursement).					
	04/02/00)		Safety shoes provided for					
			Public Works and Building					
	Community Services		Inspectors only, as					
	<u>Officer</u>		necessary. Not prorated					
	\$17.25 biweekly (effective		for regular part-time					
	04/02/00)		employees or new					
			employees.					
	Police Assistants and Police							
	Records Supervisor(1)		Fleet Services					
	FT = \$18.46 biweekly		Equipment Mechanic I, II,					
	(\$480/year)		and III: Tool					
	PT = \$9.23 biweekly		reimbursement of					
	(\$240/year)		\$1,800/year maximum.					
	(effective 07/07)		(effective 07/01/24)					
			Equipment Service					
			Worker: Tool reim-					
			bursement of \$500/ year					
			maximum for FY 13-14 and					
			thereafter.					
			(effective 07/01/12)					

⁽¹⁾ For those positions required to wear a uniform.

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	POLICE OFFICERS	MOUNTAIN VIEW PROFESSIONAL	SERVICE EMPLOYEES INTERNATIONAL UNION		UNREPRESENTED	UNREPRESENTED FIRE	UNREPRESENTED	UNREPRESENTED DEPARTMENT HEADS &
BENEFITS	ASSOCIATION (POA)	FIREFIGHTERS (MVFF)	(SEIU)	EAGLES	POLICE MANAGERS	MANAGERS	CONFIDENTIAL	COUNCIL APPOINTEES
VACATION ACCRUAL CAPS ⁽¹⁾								
0-5 years	12 eight-hour days; Cap = 200 hours	<u>0-5 years</u> : 6 shifts; Cap = 400 hours	12 eight-hour days; Cap = 200 hours	12 eight-hour days; Cap = 200 hours	12 eight-hour days; Cap = 200 hours	40-Hour Fire Managers 10 eight-hour days; Cap =200 hours	12 eight-hour days; Cap = 200 hours	12 eight-hour days; Cap = 200 hours
6-9 years	17 eight-hour days; Cap = 280 hours	6-15 years: 9 shifts; Cap = 500 hours	17 eight-hour days; Cap = 260 hours	17 eight-hour days; Cap = 260 hours	17 eight-hour days; Cap = 280 hours	15 eight-hour days; Cap = 260 hours	17 eight-hour days; Cap = 260 hours	17 eight-hour days; Cap = 260 hours
10-15 years	22 eight-hour days; Cap = 360 hours	16+ years: 10 shifts; Cap = 600 hours	22 eight-hour days; Cap = 330 hours	22 eight-hour days; Cap = 330 hours	22 eight-hour days; Cap = 360 hours	20 eight-hour days; Cap = 330 hours	22 eight-hour days; Cap = 330 hours	22 eight-hour days; Cap = 330 hours
16+ years	One additional eighthour day per year up to 24 days annually. Cap = 400 hours (effective 06/30/13) ⁽²⁾ Sworn Payoff of vacation leave based on base pay, plus career inventive pay, plus specialty pay, plus holiday in-lieu. Nonsworn Payoff of vacation leave based on base pay plus specialty pay. (effective 07/07)	40-Hr. Employees 0-5 years: 12 eight-hour days; Cap = 280 hours 6-9 years: 17 eight-hour days; Cap = 350 hours 10-15 yrs.: 22 eight-hour days; Cap = 350 hours 16+ years: One additional day to max. of 25 days; Cap = 420 hours (effective 07/17)	One additional eighthour day per year up to 23 days annually. Cap = 400 hours (effective 06/24/12) ⁽²⁾ Regular part-time employees vacation accruals and caps compiled on a prorated basis.	One additional eighthour day per year up to 23 days annually. Cap = 400 hours (effective 06/24/12) ⁽²⁾ Regular part-time employees vacation accruals and caps compiled on a prorated basis.	One additional eighthour day per year up to 25 days annually. Cap = 400 hours (effective 06/30/13)	One additional eighthour day per year up to 24 days annually. Cap = 400 hours (effective 07/01/11 and 06/30/13) Shift BCs 0-5 years: 5.35 shifts; Cap = 320 hours 6-9 years: 8.30 shifts; Cap = 460 hours 10-15 years: 10.35 shifts; Cap = 540 hours 16 years: 10.90 shifts Cap = 660 hours 17+ years: Additional 0.5 shifts per year up to 12.9 shifts Cap = 660 hours (effective 07/01/11 and 06/30/13)	One additional eighthour day per year up to 25 days annually. Cap = 400 hours (effective 06/24/12) Regular part-time employees vacation accruals and caps compiled on a prorated basis.	One additional eighthour day per year up to 24 days annually. Cap = 400 hours (effective 06/24/12) ⁽²⁾ *unless contract states otherwise.

⁽¹⁾ Employees advance to the next vacation accrual tier in the pay period following the completion of the last year listed in each tier. For example, an EAGLES employee will start to accrue 17 eight-hour days per year in the pay period following the completion of their fifth (5th) year of service.

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⁽²⁾ Employees who have 16+ years of services as of June 23, 2012 will be grandfathered and will continue to accrue vacation at their current rate (e.g., 24 or 25 days).

BENEFITS	POLICE OFFICERS ASSOCIATION (POA)	MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS (MVFF)	SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
VACATION CASH-OUT	Vacation cash-out of up	Vacation cash-out once	Vacation cash-out once	Vacation cash-out once	Police Captains and	40-Hour Fire Managers	Vacation cash-out once	Vacation cash-out once
	to 80 hours per year.	per year.	per year.	per year.	Police Lieutenants	Vacation cash-out once	per year. Max. = 80	per year. Max. = 80
Prorated for regular	(effective 07/01/17)	,	Max. = 80 hours ⁽¹⁾	Max. = 80 hours	Vacation cash-out once	per year. Max. = 80	hours (effective	hours ⁽¹⁾ (effective
part-time employees.		Suppression	(effective 07/01/09)	(effective 07/01/15)	per year. Max. = 80	hours (effective	07/01/09)	07/01/15)
	To cash out over 40	Max. = 120 hours		, , , ,	hours	07/01/15)		
	hours, employee must	(effective 06/28/98)	To cash out over 40	To cash out over 40	(effective 07/01/09)		To cash out over 40	To cash out over 40
	have a minimum		hours, employee must	hours, employee must		Shift BC	hours, employee must	hours, employee must
	balance of 80 hours	<u>Prevention</u>	have a minimum	have a minimum	Employee must have a	120 hour max	have a minimum	have a minimum
	accrued as of December	Max. = 60 hours	balance of 80 hours	balance of 80 hours	minimum balance of		balance of 80 hours	balance of 80 hours
	and have taken a		accrued as of December	accrued as of December	80 hours accrued as of	Can elect to defer	accrued as of December	accrued as of December
	minimum of 40 hours	Can elect to defer	and have taken a	and have taken a	December and have	payout to Deferred	and have taken a	and have taken a
	vacation in the prior	payout to Deferred	minimum of 40 hours	minimum of 40 hours	taken a minimum of	Comp. account.	minimum of 40 hours	minimum of 40 hours
	12 months.	Comp. account.	vacation in the prior	vacation in the prior	40 hours of vacation in	(effective 07/01/99)	vacation in the prior	vacation in the prior
	(effective 07/01/17)	(effective 06/28/98)	12 months.	12 months.	the prior 12 months.		12 months.	12 months.
			(effective 07/01/17)	(effective 07/01/17)	(effective 07/01/17)		(effective 07/01/17)	(effective 07/01/17)
	Can elect to defer							
	payout to Deferred		Can elect to defer	Can elect to defer	Can elect to defer		Can elect to defer	Can deposit payout to
	Comp. account.		payout to Deferred	payout to Deferred	payout to Deferred		payout to Deferred	Deferred Comp.
	(effective 07/01/17)		Comp. account.	Comp. account.	Comp. account.		Comp. account.	account. (Does not
			(effective 07/01/09)	(effective 07/01/00)	(effective 07/01/11)		(effective 07/01/00)	include Fire Chief or Police Chief.) (effective 07/01/00)

⁽¹⁾ May cash out up to 120 hours of vacation annually for the purpose of tuition reimbursement in addition to other vacation cash-out provisions.

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BENEFITS	POLICE OFFICERS ASSOCIATION (POA)	MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS (MVFF)	SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
VACATION CONVERSION (ASSOCIATION/ UNION ACTIVITIES)	Convert up to 4 vacation hours from each represented (Sworn, Nonsworn) member's leave into a fund to pay costs for union activities. Reduced to 2 vacation hours for FY 2022-23 through 2026-27. Reduction sunsets on 6/30/2027.	Convert 12 vacation hours to cash to be held by the City to pay OT related to union activities (4 hours for Prevention Bureau employees).	N/A	N/A	N/A	N/A	N/A	N/A

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BENEFITS	POLICE OFFICERS ASSOCIATION (POA)	MOUNTAIN VIEW PROFESSIONAL FIREFIGHTERS (MVFF)	SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)	EAGLES	UNREPRESENTED POLICE MANAGERS	UNREPRESENTED FIRE MANAGERS	UNREPRESENTED CONFIDENTIAL	UNREPRESENTED DEPARTMENT HEADS & COUNCIL APPOINTEES
WORKERS'	<u> </u>	,	()					
WORKERS' COMPENSATION	Sworn One full year salary continuation, Labor Code 4850. May end sooner if the employee is able to return to light duty/ modified work/ transitional work or full duty. Then receives temporary disability payments. For injury occurred after 01/01/05, \$840 maximum/week until able to return to work or permanent and	One full year salary continuation, Labor Code 4850. May end sooner if the employee is able to return to light duty/ modified work/ transitional work or full duty. Then receives temporary disability payments. (1) For injury occurred after 01/01/05, \$840 maximum/week until able to return to work or permanent and	60 calendar days salary continuation. For injury occurred after 01/01/05, \$840 maximum/week until able to return to work or permanent and stationary.	60 calendar days salary continuation. For injury occurred after 01/01/05, \$840 maximum/week until able to return to work or permanent and stationary.	One full year salary continuation, Labor Code 4850. May end sooner if the employee is able to return to light duty/ modified work/ transitional work or full duty. Then receives temporary disability payments. (1) For injury occurred after 01/01/05, \$840 maximum/week until able to return to work or permanent and	duty/ modified work/ transitional work or full duty. Then receives temporary disability payments. (1) For injury occurred after 01/01/05, \$840 maximum/week until able to return to work or permanent and	60 calendar days salary continuation. For injury occurred after 01/01/05, \$840 maximum/week until able to return to work or permanent and stationary.	01/01/05, \$840 maximum/week until able to return to work or permanent and stationary. Police & Fire Chief One full year salary continuation, Labor Code 4850. May end sooner if the employee is able to return to light
	Nonsworn Full year salary continuation does not apply. (1)	stationary.			stationary.	stationary.		duty/ modified work/ transitional work or full duty. Then receives temporary disability payments. (1) For injury occurred afte 01/01/05, \$840 maximum/week until able to return to work or permanent and stationary.

Police and Fire employees whose principal duties are phone operator, clerk, or anyone not involved in active law enforcement or fire suppression/prevention have 60 calendar days of salary continuation for Workers' Comp.

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