

**DUBLIN SAN RAMON SERVICES DISTRICT  
BENEFITS SUMMARY**

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

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<b>MEDICAL - through CalPERS (Rates for 2019)</b> 6 HMOs 3 PPOs	<b><u>ER Max Contribution Per Month</u></b> Employee Only - \$780.00 Employee + 1 - \$1,560.00 Employee + Family - \$2,028.00	<b><u>ER Max Contribution Per Month</u></b> Employee Only - \$780.00 Employee + 1 - \$1,560.00 Employee + Family - \$2,028.00	<b><u>ER Max Contribution Per Month</u></b> Employee Only - \$780.00 Employee + 1 - \$1,560.00 Employee + Family - \$2,028.00	<b><u>ER Max Contribution Per Month</u></b> Employee Only - \$780.00 Employee + 1 - \$1,560.00 Employee + Family - \$2,028.00	<b><u>ER Max Contribution Per Month</u></b> Employee Only - \$780.00 Employee + 1 - \$1,560.00 Employee + Family - \$2,028.00	<b><u>ER Max Contribution Per Month</u></b> Employee Only - \$780.00 Employee + 1 - \$1,560.00 Employee + Family - \$2,028.00																																																																																																																																																
<b>RETIREE MEDICAL INSURANCE (Vested)</b> Must have at least 5 years of service with the District	<table border="1"> <thead> <tr> <th><u>Years of PERS Service</u></th> <th><u>% District Contribution</u></th> </tr> </thead> <tbody> <tr><td>10 years</td><td>50%</td></tr> <tr><td>11 years</td><td>55%</td></tr> <tr><td>12 years</td><td>60%</td></tr> <tr><td>13 years</td><td>65%</td></tr> <tr><td>14 years</td><td>70%</td></tr> <tr><td>15 years</td><td>75%</td></tr> <tr><td>16 years</td><td>80%</td></tr> <tr><td>17 years</td><td>85%</td></tr> <tr><td>18 years</td><td>90%</td></tr> <tr><td>19 years</td><td>95%</td></tr> <tr><td>20 years</td><td>100%</td></tr> </tbody> </table>	<u>Years of PERS Service</u>	<u>% District Contribution</u>	10 years	50%	11 years	55%	12 years	60%	13 years	65%	14 years	70%	15 years	75%	16 years	80%	17 years	85%	18 years	90%	19 years	95%	20 years	100%	<table border="1"> <thead> <tr> <th><u>Years of PERS Service</u></th> <th><u>% District Contribution</u></th> </tr> </thead> <tbody> <tr><td>10 years</td><td>50%</td></tr> <tr><td>11 years</td><td>55%</td></tr> <tr><td>12 years</td><td>60%</td></tr> <tr><td>13 years</td><td>65%</td></tr> <tr><td>14 years</td><td>70%</td></tr> <tr><td>15 years</td><td>75%</td></tr> <tr><td>16 years</td><td>80%</td></tr> <tr><td>17 years</td><td>85%</td></tr> <tr><td>18 years</td><td>90%</td></tr> <tr><td>19 years</td><td>95%</td></tr> <tr><td>20 years</td><td>100%</td></tr> </tbody> </table>	<u>Years of PERS Service</u>	<u>% District Contribution</u>	10 years	50%	11 years	55%	12 years	60%	13 years	65%	14 years	70%	15 years	75%	16 years	80%	17 years	85%	18 years	90%	19 years	95%	20 years	100%	<table border="1"> <thead> <tr> <th><u>Years of PERS Service</u></th> <th><u>% District Contribution</u></th> </tr> </thead> <tbody> <tr><td>10 years</td><td>50%</td></tr> <tr><td>11 years</td><td>55%</td></tr> <tr><td>12 years</td><td>60%</td></tr> <tr><td>13 years</td><td>65%</td></tr> <tr><td>14 years</td><td>70%</td></tr> <tr><td>15 years</td><td>75%</td></tr> <tr><td>16 years</td><td>80%</td></tr> <tr><td>17 years</td><td>85%</td></tr> <tr><td>18 years</td><td>90%</td></tr> <tr><td>19 years</td><td>95%</td></tr> <tr><td>20 years</td><td>100%</td></tr> </tbody> </table>	<u>Years of PERS Service</u>	<u>% District Contribution</u>	10 years	50%	11 years	55%	12 years	60%	13 years	65%	14 years	70%	15 years	75%	16 years	80%	17 years	85%	18 years	90%	19 years	95%	20 years	100%	<table border="1"> <thead> <tr> <th><u>Years of PERS Service</u></th> <th><u>% District Contribution</u></th> </tr> </thead> <tbody> <tr><td>10 years</td><td>50%</td></tr> <tr><td>11 years</td><td>55%</td></tr> <tr><td>12 years</td><td>60%</td></tr> <tr><td>13 years</td><td>65%</td></tr> <tr><td>14 years</td><td>70%</td></tr> <tr><td>15 years</td><td>75%</td></tr> <tr><td>16 years</td><td>80%</td></tr> <tr><td>17 years</td><td>85%</td></tr> <tr><td>18 years</td><td>90%</td></tr> <tr><td>19 years</td><td>95%</td></tr> <tr><td>20 years</td><td>100%</td></tr> </tbody> </table>	<u>Years of PERS Service</u>	<u>% District Contribution</u>	10 years	50%	11 years	55%	12 years	60%	13 years	65%	14 years	70%	15 years	75%	16 years	80%	17 years	85%	18 years	90%	19 years	95%	20 years	100%	<table border="1"> <thead> <tr> <th><u>Years of PERS Service</u></th> <th><u>% District Contribution</u></th> </tr> </thead> <tbody> <tr><td>10 years</td><td>50%</td></tr> <tr><td>11 years</td><td>55%</td></tr> <tr><td>12 years</td><td>60%</td></tr> <tr><td>13 years</td><td>65%</td></tr> <tr><td>14 years</td><td>70%</td></tr> <tr><td>15 years</td><td>75%</td></tr> <tr><td>16 years</td><td>80%</td></tr> <tr><td>17 years</td><td>85%</td></tr> <tr><td>18 years</td><td>90%</td></tr> <tr><td>19 years</td><td>95%</td></tr> <tr><td>20 years</td><td>100%</td></tr> </tbody> </table>	<u>Years of PERS Service</u>	<u>% District Contribution</u>	10 years	50%	11 years	55%	12 years	60%	13 years	65%	14 years	70%	15 years	75%	16 years	80%	17 years	85%	18 years	90%	19 years	95%	20 years	100%	<table border="1"> <thead> <tr> <th><u>Years of PERS Service</u></th> <th><u>% District Contribution</u></th> </tr> </thead> <tbody> <tr><td>10 years</td><td>50%</td></tr> <tr><td>11 years</td><td>55%</td></tr> <tr><td>12 years</td><td>60%</td></tr> <tr><td>13 years</td><td>65%</td></tr> <tr><td>14 years</td><td>70%</td></tr> <tr><td>15 years</td><td>75%</td></tr> <tr><td>16 years</td><td>80%</td></tr> <tr><td>17 years</td><td>85%</td></tr> <tr><td>18 years</td><td>90%</td></tr> <tr><td>19 years</td><td>95%</td></tr> <tr><td>20 years</td><td>100%</td></tr> </tbody> </table>	<u>Years of PERS Service</u>	<u>% District Contribution</u>	10 years	50%	11 years	55%	12 years	60%	13 years	65%	14 years	70%	15 years	75%	16 years	80%	17 years	85%	18 years	90%	19 years	95%	20 years	100%
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<b>DENTAL</b> Delta Dental Premier and Delta Dental PPO Network	<b><u>Contribution Per Month</u></b> Employee Only - \$55.00 Employee + 1 - \$99.70 Employee + Family - \$160.90  100% District Paid	<b><u>Contribution Per Month</u></b> Employee Only - \$55.00 Employee + 1 - \$99.70 Employee + Family - \$160.90  100% District Paid	<b><u>Contribution Per Month</u></b> Employee Only - \$55.00 Employee + 1 - \$99.70 Employee + Family - \$160.90  100% District Paid	<b><u>Contribution Per Month</u></b> Employee Only - \$55.00 Employee + 1 - \$99.70 Employee + Family - \$160.90  100% District Paid	<b><u>Contribution Per Month</u></b> Employee Only - \$55.00 Employee + 1 - \$99.70 Employee + Family - \$160.90  100% District Paid	<b><u>Contribution Per Month</u></b> Employee Only - \$55.00 Employee + 1 - \$99.70 Employee + Family - \$160.90  100% District Paid																																																																																																																																																
<b>RETIREE DENTAL</b>	<b><u>EEs who retire from the District and hired before July 1, 2014:</u></b> 100% District paid <b><u>EEs hired on or after July 1, 2014:</u></b> None	<b><u>EEs who retire from the District and hired before July 1, 2014:</u></b> 100% District paid <b><u>EEs hired on or after July 1, 2014:</u></b> None	<b><u>EEs who retire from the District and hired before July 1, 2014:</u></b> 100% District paid <b><u>EEs hired on or after July 1, 2014:</u></b> None	<b><u>EEs who retire from the District and hired before July 1, 2014:</u></b> 100% District paid <b><u>EEs hired on or after July 1, 2014:</u></b> None	None	None																																																																																																																																																
<b>VISION</b>	<b><u>Contribution Per Month</u></b> Employee Only - \$12.18 Employee + 1 - \$18.92 Employee + Family - \$30.01  100% District Paid	<b><u>Contribution Per Month</u></b> Employee Only - \$12.18 Employee + 1 - \$18.92 Employee + Family - \$30.01  100% District Paid	<b><u>Contribution Per Month</u></b> Employee Only - \$12.18 Employee + 1 - \$18.92 Employee + Family - \$30.01  100% District Paid	<b><u>Contribution Per Month</u></b> Employee Only - \$12.18 Employee + 1 - \$18.92 Employee + Family - \$30.01  100% District Paid	<b><u>Contribution Per Month</u></b> Employee Only - \$12.18 Employee + 1 - \$18.92 Employee + Family - \$30.01  100% District Paid	<b><u>Contribution Per Month</u></b> Employee Only - \$12.18 Employee + 1 - \$18.92 Employee + Family - \$30.01  100% District Paid																																																																																																																																																
<b>RETIREE VISION</b>	None	None	None	None	None	None																																																																																																																																																

**DUBLIN SAN RAMON SERVICES DISTRICT  
BENEFITS SUMMARY**

<b>BENEFIT</b>	<b>Stationary Engineers, Local 39</b>	<b>Professional</b>	<b>Confidential</b>	<b>Mid-Management</b>	<b>Department Managers</b>	<b>General Manager</b>	
<b>LIFE &amp; AD&amp;D INSURANCE</b>	<b>Basic Life</b> 1X annual base salary, max of \$50,000. 100% District Paid Monthly Premium: \$0.143 per \$1,000.	<b>Basic Life</b> 2X annual base salary, max of \$400,000. 100% District Paid Monthly Premium: \$0.143 per \$1,000.	<b>Basic Life</b> 2X annual base salary, max of \$400,000. 100% District Paid Monthly Premium: \$0.143 per \$1,000.	<b>Basic Life</b> 2X annual base salary, max of \$400,000. 100% District Paid Monthly Premium: \$0.143 per \$1,000.	<b>Basic Life</b> 2X annual base salary, max of \$400,000. 100% District Paid Monthly Premium: \$0.143 per \$1,000.	<b>Basic Life</b> 2X annual base salary, max of \$400,000. 100% District Paid Monthly Premium: \$0.143 per \$1,000.	
	<b>AD&amp;D</b> \$50,000 in coverage. 100% District Paid Monthly Premium: \$0.022 per \$1,000.	<b>AD&amp;D</b> \$50,000 in coverage. 100% District Paid Monthly Premium: \$0.022 per \$1,000.	<b>AD&amp;D</b> \$50,000 in coverage. 100% District Paid Monthly Premium: \$0.022 per \$1,000.	<b>AD&amp;D</b> \$50,000 in coverage. 100% District Paid Monthly Premium: \$0.022 per \$1,000.	<b>AD&amp;D</b> \$50,000 in coverage. 100% District Paid Monthly Premium: \$0.022 per \$1,000.	<b>AD&amp;D</b> \$50,000 in coverage. 100% District Paid Monthly Premium: \$0.022 per \$1,000.	<b>AD&amp;D</b> \$50,000 in coverage. 100% District Paid Monthly Premium: \$0.022 per \$1,000.
	<b>Voluntary Life</b> Available for employees, spouses/partners and child(ren). Cost varies. Employee Paid	<b>Voluntary Life</b> Available for employees, spouses/partners and child(ren). Cost varies. Employee Paid	<b>Voluntary Life</b> Available for employees, spouses/partners and child(ren). Cost varies. Employee Paid	<b>Voluntary Life</b> Available for employees, spouses/partners and child(ren). Cost varies. Employee Paid	<b>Voluntary Life</b> Available for employees, spouses/partners and child(ren). Cost varies. Employee Paid	<b>Voluntary Life</b> Available for employees, spouses/partners and child(ren). Cost varies. Employee Paid	<b>Voluntary Life</b> Available for employees, spouses/partners and child(ren). Cost varies. Employee Paid
	<b>Voluntary AD&amp;D</b> Available to employees, spouses/partners and children. Cost varies. Employee Paid	<b>Voluntary AD&amp;D</b> Available to employees, spouses/partners and children. Cost varies. Employee Paid	<b>Voluntary AD&amp;D</b> Available to employees, spouses/partners and children. Cost varies. Employee Paid	<b>Voluntary AD&amp;D</b> Available to employees, spouses/partners and children. Cost varies. Employee Paid	<b>Voluntary AD&amp;D</b> Available to employees, spouses/partners and children. Cost varies. Employee Paid	<b>Voluntary AD&amp;D</b> Available to employees, spouses/partners and children. Cost varies. Employee Paid	<b>Voluntary AD&amp;D</b> Available to employees, spouses/partners and children. Cost varies. Employee Paid
<b>LONG TERM DISABILITY</b>	66 2/3% of regular monthly salary, max of \$6,000 monthly, after a 365 day waiting period.  100% District Paid. Monthly Premium: \$0.231 per \$100	66 2/3% of regular monthly salary, max of \$6,000 monthly, after a 365 day waiting period.  100% District Paid. Monthly Premium: \$0.231 per \$100	66 2/3% of regular monthly salary, max of \$6,000 monthly, after a 365 day waiting period.  100% District Paid. Monthly Premium: \$0.231 per \$100	66 2/3% of regular monthly salary, max of \$6,000 monthly, after a 365 day waiting period.  100% District Paid. Monthly Premium: \$0.231 per \$100	70% of regular monthly salary, max of \$10,000 monthly benefit, after a 365-day waiting period.  100% District Paid Monthly Premium: \$0.231 per \$100	70% of regular monthly salary, max of \$10,000 monthly benefit, after a 365-day waiting period.  100% District Paid Monthly Premium: \$0.231 per \$100	
	60% of regular weekly salary, maximum of \$1,667 weekly, after a 29 day waiting period.  100% District Paid Monthly Premium: \$0.341 per \$10	60% of regular weekly salary, maximum of \$1,667 weekly, after a 29 day waiting period.  100% District Paid Monthly Premium: \$0.341 per \$10	60% of regular weekly salary, maximum of \$1,667 weekly, after a 29 day waiting period.  100% District Paid Monthly Premium: \$0.341 per \$10	60% of regular weekly salary, maximum of \$1,667 weekly, after a 29 day waiting period.  100% District Paid Monthly Premium: \$0.341 per \$10	60% of regular weekly salary, maximum of \$1,667 weekly, after a 29 day waiting period.  100% District Paid Monthly Premium: \$0.341 per \$10	60% of regular weekly salary, maximum of \$1,667 weekly, after a 29 day waiting period.  100% District Paid Monthly Premium: \$0.341 per \$10	60% of regular weekly salary, maximum of \$1,667 weekly, after a 29 day waiting period.  100% District Paid Monthly Premium: \$0.341 per \$10
<b>FLEXIBLE SPENDING ACCOUNT (FSA)</b>	<b>Medical</b> Annual Max: \$2,650	<b>Medical</b> Annual Max: \$2,650	<b>Medical</b> Annual Max: \$2,650	<b>Medical</b> Annual Max: \$2,650	<b>Medical</b> Annual Max: \$2,650	<b>Medical</b> Annual Max: \$2,650	
	<b>Dependent Care</b> Annual Max: \$5,000	<b>Dependent Care</b> Annual Max: \$5,000	<b>Dependent Care</b> Annual Max: \$5,000	<b>Dependent Care</b> Annual Max: \$5,000	<b>Dependent Care</b> Annual Max: \$5,000	<b>Dependent Care</b> Annual Max: \$5,000	
<b>TRANSIT REIMBURSEMENT ACCOUNT</b>	<b>Transit Passes/Van Pooling</b> Monthly Max: \$260.00	<b>Transit Passes/Van Pooling</b> Monthly Max: \$260.00	<b>Transit Passes/Van Pooling</b> Monthly Max: \$260.00	<b>Transit Passes/Van Pooling</b> Monthly Max: \$260.00	<b>Transit Passes/Van Pooling</b> Monthly Max: \$260.00	<b>Transit Passes/Van Pooling</b> Monthly Max: \$260.00	
	<b>Qualified Parking</b> Monthly Max: \$260.00	<b>Qualified Parking</b> Monthly Max: \$260.00	<b>Qualified Parking</b> Monthly Max: \$260.00	<b>Qualified Parking</b> Monthly Max: \$260.00	<b>Qualified Parking</b> Monthly Max: \$260.00	<b>Qualified Parking</b> Monthly Max: \$260.00	

**DUBLIN SAN RAMON SERVICES DISTRICT  
BENEFITS SUMMARY**

<b>BENEFIT</b>	<b>Stationary Engineers, Local 39</b>	<b>Professional</b>	<b>Confidential</b>	<b>Mid-Management</b>	<b>Department Managers</b>	<b>General Manager</b>
<b>EMPLOYEE ASSISTANCE PROGRAM (EAP)</b> Managed Health Network (MHN)	Available to employees and their eligible dependents. 100% District Paid Monthly Premium: \$2.98	Available to employees and their eligible dependents. 100% District Paid Monthly Premium: \$2.98	Available to employees and their eligible dependents. 100% District Paid Monthly Premium: \$2.98	Available to employees and their eligible dependents. 100% District Paid Monthly Premium: \$2.98	Available to employees and their eligible dependents. 100% District Paid Monthly Premium: \$2.98	Available to employees and their eligible dependents. 100% District Paid Monthly Premium: \$2.98
<b>CalPERS DEFINED BENEFIT PENSION PLAN</b>	<b>Classic Members</b> 2.7% at 55 EE Contribution: <b>10%</b> (8% EE + 2% ER = 10% Total) ER Contribution: <b>10.212%</b> (12.212% - 2% Cost Share = 10.212%) <b>New Members</b> 2% at 62 EE Contribution: <b>6.25%</b> ER Contribution: <b>6.842%</b>	<b>Classic Members</b> 2.7% at 55 EE Contribution: <b>10%</b> (8% EE + 2% ER = 10% Total) ER Contribution: <b>10.212%</b> (12.212% - 2% Cost Share = 10.212%) <b>New Members</b> 2% at 62 EE Contribution: <b>6.25%</b> ER Contribution: <b>6.842%</b>	<b>Classic Members</b> 2.7% at 55 EE Contribution: <b>10%</b> (8% EE + 2% ER = 10% Total) ER Contribution: <b>10.212%</b> (12.212% - 2% Cost Share = 10.212%) <b>New Members</b> 2% at 62 EE Contribution: <b>6.25%</b> ER Contribution: <b>6.842%</b>	<b>Classic Members</b> 2.7% at 55 EE Contribution: <b>10%</b> (8% EE + 2% ER = 10% Total) ER Contribution: <b>10.212%</b> (12.212% - 2% Cost Share = 10.212%) <b>New Members</b> 2% at 62 EE Contribution: <b>6.25%</b> ER Contribution: <b>6.842%</b>	<b>Classic Members</b> 2.7% at 55 EE Contribution: <b>10%</b> (8% EE + 2% ER = 10% Total) ER Contribution: <b>10.212%</b> (12.212% - 2% Cost Share = 10.212%) <b>New Members</b> 2% at 62 EE Contribution: <b>6.25%</b> ER Contribution: <b>6.842%</b>	<b>Classic Members</b> 2.7% at 55 EE Contribution: <b>10%</b> (8% EE + 2% ER = 10% Total) ER Contribution: <b>10.212%</b> (12.212% - 2% Cost Share = 10.212%) <b>New Members</b> 2% at 62 EE Contribution: <b>6.25%</b> ER Contribution: <b>6.842%</b>
<b>DEFERRED COMPENSATION 457 PLAN (ICMA-RC)</b>	<b>District Contribution:</b> Equal to 100% of first \$2,500 the EE contributes per calendar year. <b>Max Contribution Limit:</b> \$19,000 - \$38,000 per calendar year depending on age of employee and prior years' contribution level.	<b>District Contribution:</b> Equal to 100% of first \$2,500 the EE contributes per calendar year. <b>Max Contribution Limit:</b> \$19,000 - \$38,000 per calendar year depending on age of employee and prior years' contribution level.	<b>District Contribution:</b> Equal to 100% of first \$2,500 the EE contributes per calendar year. <b>Max Contribution Limit:</b> \$19,000 - \$38,000 per calendar year depending on age of employee and prior years' contribution level.	<b>District Contribution:</b> Equal to 100% of first \$2,500 the EE contributes per calendar year. <b>Max Contribution Limit:</b> \$19,000 - \$38,000 per calendar year depending on age of employee and prior years' contribution level.	<b>District Contribution:</b> Equal to 100% of first \$2,500 the EE contributes per calendar year. <b>Max Contribution Limit:</b> \$19,000 - \$38,000 per calendar year depending on age of employee and prior years' contribution level.	<b>District Contribution:</b> None <b>Max Contribution Limit:</b> \$19,000 - \$38,000 per calendar year depending on age of employee and prior years' contribution level.
<b>SOCIAL SECURITY &amp; MEDICARE (Rates and limits for CY 2019)</b>	<b>Social Security</b> District Contribution: 6.2% of all wages up to \$132,900. Employee Contribution: 6.2% of wages up to \$132,900. <b>Medicare</b> District Contribution: 1.45% of all wages up to \$200,000 and 2.35% of all wages over \$200,000. Employee Contribution: All applicable percentages.	<b>Social Security</b> District Contribution: 6.2% of all wages up to \$132,900. Employee Contribution: 6.2% of wages up to \$132,900. <b>Medicare</b> District Contribution: 1.45% of all wages up to \$200,000 and 2.35% of all wages over \$200,000. Employee Contribution: All applicable percentages.	<b>Social Security</b> District Contribution: 6.2% of all wages up to \$132,900. Employee Contribution: 6.2% of wages up to \$132,900. <b>Medicare</b> District Contribution: 1.45% of all wages up to \$200,000 and 2.35% of all wages over \$200,000. Employee Contribution: All applicable percentages.	<b>Social Security</b> District Contribution: 6.2% of all wages up to \$132,900. Employee Contribution: 6.2% of wages up to \$132,900. <b>Medicare</b> District Contribution: 1.45% of all wages up to \$200,000 and 2.35% of all wages over \$200,000. Employee Contribution: All applicable percentages.	<b>Social Security</b> District Contribution: 6.2% of all wages up to \$132,900. Employee Contribution: 6.2% of wages up to \$132,900. <b>Medicare</b> District Contribution: 1.45% of all wages up to \$200,000 and 2.35% of all wages over \$200,000. Employee Contribution: All applicable percentages.	<b>Social Security</b> District Contribution: 6.2% of all wages up to \$132,900. Employee Contribution: 6.2% of wages up to \$132,900. <b>Medicare</b> District Contribution: 1.45% of all wages up to \$200,000 and 2.35% of all wages over \$200,000. Employee Contribution: All applicable percentages.

**DUBLIN SAN RAMON SERVICES DISTRICT  
BENEFITS SUMMARY**

<b>BENEFIT</b>	<b>Stationary Engineers, Local 39</b>	<b>Professional</b>	<b>Confidential</b>	<b>Mid-Management</b>	<b>Department Managers</b>	<b>General Manager</b>	
<b>EMPLOYEE LEAVE BANK</b> (Accrued on a per pay period basis)	<b>Calendar Year 2018</b>						
	<b>Years of Service</b> <b>Annual Days</b>	<b>Years of Service</b> <b>Annual Days</b> <b>Annual Days</b>	<b>Years of Service</b> <b>Annual Days</b> <b>Annual Days</b>	<b>Years of Service</b> <b>Annual Days</b> <b>Annual Days</b>	<b>Years of Service</b> <b>Annual Days</b>		
	Year 1            15 days	<b>Year 1</b> 15 days    20 days	<b>Year 1</b> 15 days    20 days	<b>Year 1</b> 15 days    20 days	Year 1            25 days	Year 1            30 days	
	Year 2            16 days	<b>Year 2</b> 16 days    21 days	<b>Year 2</b> 16 days    21 days	<b>Year 2</b> 16 days    21 days	Year 2            26 days	Year 2            31 days	
	Year 3            17 days	<b>Year 3</b> 17 days    22 days	<b>Year 3</b> 17 days    22 days	<b>Year 3</b> 17 days    22 days	Year 3            27 days	Year 3            32 days	
	Year 4            18 days	<b>Year 4</b> 18 days    23 days	<b>Year 4</b> 18 days    23 days	<b>Year 4</b> 18 days    23 days	Year 4            28 days	Year 4            33 days	
	Year 5            19 days	<b>Year 5</b> 19 days    24 days	<b>Year 5</b> 19 days    24 days	<b>Year 5</b> 19 days    24 days	Year 5            29 days	Year 5            34 days	
	Year 6            20 days	<b>Year 6</b> 20 days    25 days	<b>Year 6</b> 20 days    25 days	<b>Year 6</b> 20 days    25 days	Year 6            30 days	Year 6            35 days	
	Year 7            21 days	<b>Year 7</b> 21 days    26 days	<b>Year 7</b> 21 days    26 days	<b>Year 7</b> 21 days    26 days	Year 7            31 days	Year 7            36 days	
	Year 8            22 days	<b>Year 8</b> 22 days    27 days	<b>Year 8</b> 22 days    27 days	<b>Year 8</b> 22 days    27 days	Year 8            32 days	Year 8            37 days	
	Year 9            23 days	<b>Year 9</b> 23 days    28 days	<b>Year 9</b> 23 days    28 days	<b>Year 9</b> 23 days    28 days	Year 9            33 days	Year 9            38 days	
	Year 10           24 days	<b>Year 10</b> 24 days   29 days	<b>Year 10</b> 24 days   29 days	<b>Year 10</b> 24 days   29 days	Year 10           34 days	Year 10           39 days	
	Year 11           25 days	<b>Year 11</b> 25 days   30 days	<b>Year 11</b> 25 days   30 days	<b>Year 11</b> 25 days   30 days	Year 11+          35 days	Year 11           40 days	
	Year 12           25 days	<b>Year 12</b> 26 days   31 days	<b>Year 12</b> 26 days   31 days	<b>Year 12</b> 26 days   31 days			
	Year 13           25 days	<b>Year 13</b> 27 days   32 days	<b>Year 13</b> 27 days   32 days	<b>Year 13</b> 27 days   32 days			
	Year 14           25 days	<b>Year 14</b> 28 days   33 days	<b>Year 14</b> 28 days   33 days	<b>Year 14</b> 28 days   33 days			
	Year 15           30 days	<b>Year 15</b> 29 days   34 days	<b>Year 15</b> 29 days   34 days	<b>Year 15</b> 29 days   34 days			
	Year 16           30 days	<b>Year 16+</b> 30 days   35 days	<b>Year 16+</b> 30 days   35 days	<b>Year 16+</b> 30 days   35 days			
	Year 17           30 days						
	Year 18           30 days						
	Year 19           30 days						
Year 20           30 days							
Year 21+          30 days							
					<b>For ASM &amp; OM:</b> <b>Years of Service</b> <b>Annual Days</b>		
					Year 1            30 days		
					Year 2            31 days		
					Year 3            32 days		
					Year 4            33 days		
					Year 5            34 days		
					Year 6            35 days		
					Year 7            36 days		
					Year 8            37 days		
					Year 9            38 days		
					Year 10           39 days		
					Year 11           40 days		
					<b>For ESM:</b> <b>Anniversary Date</b> <b>Annual Days</b>		
					6/18/2017          35 days		
					6/18/2018          36 days		
					6/18/2019          37 days		
					6/18/2020          38 days		
					6/18/2021          39 days		
					6/18/2022          40 days		
					<b>For All:</b> Days based on 8 hour day.		
						<b>Contract Anniversary Date</b> <b>Annual Days</b>	
						4/6/2016          36 days	
						4/6/2017          37 days	
						4/6/2018          38 days	
						4/6/2019          39 days	
						4/6/2020          40 days	
						Max accrual: 40 days per year. Days based on 8 hour day.	
<b>ELB SELLBACK</b>	FT Employee may <b>sell back max 80 hours</b> from Employee Leave Bank once per calendar year. Must have <b>at least 80 hours remaining</b> after each sell back.	FT Employee may sell back leave twice per calendar year with a <b>max total of 80 hours</b> . Must have <b>at least 80 hours remaining</b> after each sell back.	FT Employee may sell back leave twice per calendar year with a <b>max total of 80 hours</b> . Must have <b>at least 80 hours remaining</b> after each sell back.	FT Employee may sell back leave twice per calendar year with a <b>max total of 80 hours</b> . Must have <b>at least 80 hours remaining</b> after each sell back.	Senior Manager may <b>sell back max 80 hours</b> from Employee Leave Bank twice per calendar year. Must have <b>at least 80 hours remaining</b> after each sell back.	General Manager may <b>sell back max 80 hours</b> from Employee Leave Bank once per calendar year. Must have <b>at least 80 hours remaining</b> after sell back.	
<b>PAID HOLIDAYS</b>	9 days	9 days	9 days	9 days	9 days	9 days	
<b>SICK LEAVE</b>	12 days	12 days	12 days	12 days	12 days	12 days	
<b>COMPENSATORY TIME</b>	<b>Max Annual Accrual:</b> 80 hours  <b>Comp Time Bank Cap:</b> No more than 80 hours banked in total for the calendar year.	<b>Non-Exempt Employees:</b> <b>Max Annual Accrual:</b> 40 hours  <b>Comp Time Bank Cap:</b> 40 hours max in comp time bank.  <b>Exempt Employees:</b> Not eligible	<b>Non-Exempt Employees:</b> <b>Max Annual Accrual:</b> 60 hours  <b>Comp Time Bank Cap:</b> 60 hours max in comp time bank.  <b>Exempt Employees:</b> Not eligible	N/A	N/A	N/A	
<b>JURY DUTY</b>	Full pay for hours required to serve	Full pay for hours required to serve	Full pay for hours required to serve	Full pay for hours required to serve	Full pay for hours required to serve	Full pay for hours required to serve	
<b>BEREAVEMENT LEAVE</b>	Up to 24 scheduled work hours per employee per incident. All leave must be used within 3 months.	Up to 24 scheduled work hours per employee per incident. All leave must be used within 3 months and taken consecutively.	Up to 24 scheduled work hours per employee per incident. All leave must be used within 3 months and taken consecutively.	Up to 24 scheduled work hours per employee per incident. All leave must be used within 3 months and taken consecutively.	Up to 24 scheduled work hours per employee per incident. All leave must be used within 3 months and taken consecutively.	Up to 24 scheduled work hours per employee per incident. All leave must be taken consecutively.	

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

**DUBLIN SAN RAMON SERVICES DISTRICT  
BENEFITS SUMMARY**

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

**DUBLIN SAN RAMON SERVICES DISTRICT  
BENEFITS SUMMARY**

<b>BENEFIT</b>	<b>Stationary Engineers, Local 39</b>	<b>Professional</b>	<b>Confidential</b>	<b>Mid-Management</b>	<b>Department Managers</b>	<b>General Manager</b>
<b>OUT-OF-CLASS PAY</b>	EE Paid first step of higher range (at least 5% higher than current salary) during duration of assignment.  Must perform full range of duties of a higher classification for more than 1 day.	EE Paid first step of higher range (at least 5% higher than current salary) during duration of assignment.  Must perform full range of duties of a higher classification for 5 or more consecutive working days.	EE Paid first step of higher range (at least 5% higher than current salary) during duration of assignment.  Must perform full range of duties of a higher classification for 5 or more consecutive working days.	During duration fo assignment, EE Paid first step of higher MEBU classification range (at least 5% higher than current salary) or 5% differential above current salary if assigned to a Senior Manger position.  Must perform full range of duties of a higher classification for 5 or more consecutive working days.	N/A	N/A
<b>SHIFT DIFFERENTIAL PAY</b>	Additional \$52.00 per shift. Must be regularly assigned to swing or grave shift.	N/A	N/A	N/A	N/A	N/A
<b>CALL BACK - CALLS &amp; ALARMS</b> (Applies to EEs in Field Operations, Mechanical Maint., Electrical Maint., WWTP Operations, Construction Inspector, and IS Technician)	<b><u>If EE called on regular day off or after work shift, EE shall receive:</u></b> 2 hours of pay at OT rate for first 2 calls; 1 hour of pay at OT for all calls after first 2 calls.  <b><u>If EE called again after 2 or more hours from initial call, EE shall receive:</u></b> Additional 2 hours of pay at OT rate for first 2 calls; 1 hour of pay at OT for all calls after first 2 calls.	N/A	N/A	N/A	N/A	N/A
<b>CALL BACK - RETURN TO WORK</b>	<b><u>EE called back to return to work on regular day off or after work shift, EE shall receive:</u></b> 2 hours of pay at OT rate					
<b>ON-THE-JOB MEAL ALLOWANCE</b>	EE called back to return to work on regular day off or before/after work shift, EE shall receive:	N/A	N/A	N/A	N/A	N/A
<b>CERTIFICATION (Required Certificates)</b>	If exam falls during work hours, EE will receive paid time off, upon approval. 100% District paid for required certificates and renewals if EE passes exam.	District paid for required certificates and renewals. Must be specified in job description or approved by GM.	N/A	District paid for required certificates and renewals. Must be specified in job description or approved by GM.	<b><u>For ASM:</u></b> District will pay for the bi-annual license renewal fee for Certified Public Accountant (CPA) license.  <b><u>For OM:</u></b> District will pay for the bi-annual license renewal fee for SWRCB Treatment Plant Operator Grade V Certification.	N/A

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<b>BENEFIT</b>	<b>Stationary Engineers, Local 39</b>	<b>Professional</b>	<b>Confidential</b>	<b>Mid-Management</b>	<b>Department Managers</b>	<b>General Manager</b>
<b>PROFESSIONAL ORGANIZATIONS</b>	<p><b><u>Professional / Technical Memberships:</u></b> District will pay for 2 memberships, if related to EE classification.</p> <p><b><u>Professional / Technical Meetings:</u></b> District will pay for 1 meeting per month, if within greater Bay Area.</p>	<p>Each professional employee is expected to undertake a minimum of 40 hours per year keeping his or her professional skills current</p>	<p><b><u>Professional / Technical Memberships:</u></b> District will pay for 2 memberships, if related to EE classification.</p> <p><b><u>Professional / Technical Meetings:</u></b> District will pay for 1 meeting per month, if within greater Bay Area.</p>	N/A	N/A	N/A
<b>EDUCATION REIMBURSEMENT</b>	<p><b><u>Eligible Fees:</u></b> Tuition, Registration Fees and Lab Fees connected to the course.</p> <p><b><u>Reimbursement Schedule:</u></b> 100% for instruction related to current job. 50% for instruction indirectly related to current job.</p> <p><b><u>Requirements:</u></b> Grade of "C" or better is required for reimbursement.</p>					
<b>COMPUTER LOAN</b>	<p><b><u>EE Eligibility:</u></b> Must be employed by the District at least one year.</p> <p><b><u>Max Loan Amount:</u></b> \$1,500</p> <p><b><u>Restrictions:</u></b> Only one loan for one device at a time. Upon repayment of loan, EE eligible for new loan.</p>					
<b>SEVERANCE</b>	N/A	N/A	N/A	N/A	<p><b><u>The District will pay:</u></b></p> <p><b><u>For the All:</u></b> 4 month's salary lump sum payment 4 month's COBRA premiums for health, dental and vision.</p>	<p><b><u>The District wil pay:</u></b> 6 month's salary lump sum payment 6 month's COBRA premiums for health, dental and vision.</p>

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