



BENEFITS SUMMARY

PART-TIME EMPLOYEES ASSN OF NB (PTEANB)

Term: January 1, 2019 through December 31, 2021

This summary is for informational purposes only and is not binding. For a complete explanation of all benefits and compensation, benefit eligibility, and restrictions, refer to the current Memorandum of Understanding (MOU) and the Employee Policy Manual.

GENERAL PROVISIONS

Recognition: To qualify for membership part-time employees must work 1,000 hours within a fiscal year or when the City is mandated to provide Minimum Essential Coverage as required under the Affordable Care Act. Once an employee is enrolled into the unit, the member will remain covered under the MOU while actively employed part-time, regardless of the number of hours worked thereafter.

COMPENSATION

Salary Adjustments: 1.75% - July 6, 2019; 1.75% - June 20, 2020; and 1.75% - June 19, 2021.

FLSA Overtime¹: Non-exempt employees earn overtime for actual work hours in excess of 40 in their defined FLSA workweek.

Contract Overtime¹: Overtime earned for employees whose hours paid in their defined FLSA workweek exceeds 40. Paid leaves do not count towards the 40-hour calculation.

Overtime Rate: Both FLSA and Contract Overtime are paid at time and one half (1.5) and are calculated using the regular rate of pay, except Contract Overtime calculations do not include any funds associated with the Cafeteria Plan allowance (cash back, opt-out cash) for eligible employees.

Bilingual Pay: Seventy-five cents (\$0.75) for every hour worked for street conversational level Spanish. Testing is required.

Night Shift Differential Pay: Police Department staff members will receive \$1.50 for every hour scheduled and worked between 6 PM until 6 AM. Library staff members will receive \$1.00 for every hour regularly scheduled and worked after 5:00 PM and for all shifts worked on Sundays. This pay is not offered when working overtime beyond a normal work schedule.

Matron Pay: Female Police Department staff members assigned matron duties shall receive one (1) hour straight time pay for each shift matron duties are performed. Employees must work a minimum eight-hour shift to be eligible.

¹ Overtime is calculated in tenths of an hour.

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Pay for Leave²: Unit members accrue .04 hours for every hour worked; maximum accrual is one hundred (100) hours.

Jury Duty: If required to attend jury duty on a regularly scheduled day, employees will be compensated for the hours they were scheduled to work.

Cafeteria Plan: The City adopted a tiered benefit structure. Eligibility is based on the average number of hours worked, date of most recent enrollment into the PTEANB and health coverage requirements set forth by the Federal Affordable Care Act. Refer to the current MOU for a complete description of benefit levels and employee eligibility.

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Retirement Benefits: The City contracts with the California Public Employees Retirement System (CalPERS) to provide retirement benefits and has implemented first, second and third tiers. CalPERS makes the final decision as to which tiered benefit an employee will receive.

Member Contributions: 13%

Tier I (Legacy 2.5%@55): Members contribute 10.42% of the total net employee rate, which is 8 % employee rate and 2.42% employee rate modifier, and 2.58% towards the employer rate.

Tier II (Classic 2%@60): Members contribute 7% of the total employee rate and 6% towards the employer rate.

Tier III (PEPRA 2%@62): The minimum required member contribution for Tier III employees is subject to change based on the annual PERS valuation. The employee rate may increase or decrease as provided by CalPERS; the City adjusts the employee rate and adjusts the employer rate contribution so that the total member contribution aligns with Tiers I and II members.

PARS: Employees not eligible for PERS, including Police Cadets and Police Reserves whose positions are excluded from the PERS contract, will remain enrolled in the Public Agency Retirement Services (PARS) in lieu of Social Security. Both the Employee and the City contribute 3.75% of salary towards the employees' retirement plan.

Deferred Compensation: Unit members are eligible to enroll in the deferred compensation program. There is no City contribution.

²The City complies with the IRS Title 26 CFR § 1.451-2 Constructive Receipt of Income with regard to Flex Leave pay out.