

**TOWN OF HILLSBOROUGH HUMAN RESOURCES DEPARTMENT
BENEFITS SUMMARY 01/2023**

Bargaining Units	CITY COUNCIL	UNREPRESENTED CITY MANAGER & DEPT HEADS	UNREPRESENTED DEPUTY DEPT HEAD	UNREPRESENTED MID MANAGER	UNREPRESENTED PROFESSIONAL	TEAMSTERS LOCAL 856 PUBLIC WORKS & CLERICAL	TEAMSTERS LOCAL 350 PUBLIC WORKS SUPERVISORS	HILLSBOROUGH POLICE OFFICERS ASSOCIATION
MOU Effective Dates	N/A	N/A	N/A	N/A	N/A	1/1/2022 – 12/31/2024	1/1/2021 – 12/31/2023	1/1/2023 – 12/31/2026
PERS Formulas* Classic Tier 1 Miscellaneous 3@60 Safety 3@50 Classic Tier 2 Miscellaneous 2@60 New* Miscellaneous 2@62 Safety 2.7@57 *Definition on page 7	N/A	“Classic” Tier 1 hired before 7/1/2012 3% @ 60 Miscellaneous 3% @ 50 Safety 1 year final compensation “Classic” Tier 2 hired on or after 7/1/12 Miscellaneous 2% @ 60 3-yr average final compensation “New” hired on or after 1/1/13 2% @ 62 Miscellaneous 2.7% @ 57 Safety w/ 3 year average final compensation	“Classic” Tier 1 hired before 7/1/2012 3% @ 60 Miscellaneous 3% @ 50 Safety 1 year final compensation “Classic” Tier 2 hired on or after 7/1/12 Miscellaneous 2% @ 60 3-yr average final compensation “New” hired on or after 1/1/13 2% @ 62 Miscellaneous 2.7% @ 57 Safety w/ 3 year average final compensation	“Classic” Tier 1 hired before 7/1/2012 3% @ 60 Miscellaneous 3% @ 50 Safety 1 year final compensation “Classic” Tier 2 hired on or after 7/1/12 Miscellaneous 2% @ 60 3-yr average final compensation “New” hired on or after 1/1/13 2% @ 62 Miscellaneous 2.7% @ 57 Safety w/ 3 year average final compensation	“Classic” Tier 1 hired before 7/1/2012 3% @ 60 Miscellaneous 3% @ 50 Safety 1 year final compensation “Classic” Tier 2 hired on or after 7/1/12 Miscellaneous 2% @ 60 3% @ 50 Safety 3-yr average final compensation “New” hired on or after 1/1/13 2% @ 62 Miscellaneous w/ 3 year average final compensation	“Classic” Tier 1 hired before 7/1/2012 3% @ 60 Miscellaneous 1 year final compensation “Classic” Tier 2 hired on or after 7/1/12 Miscellaneous 2% @ 60 3-yr average final compensation “New” hired on or after 1/1/13 2% @ 62 Miscellaneous w/ 3 year average final compensation	“Classic” Tier 1 hired before 7/1/2012 3% @ 60 Miscellaneous 1 year final compensation “Classic” Tier 2 hired on or after 7/1/12 Miscellaneous 2% @ 60 3-yr average final compensation “New” hired on or after 1/1/13 2% @ 62 Miscellaneous w/ 3 year average final compensation	“Classic” Tier 1 hired before 7/1/2012 3% @ 60 Miscellaneous 3% @ 50 Safety 1 year final compensation “Classic” Tier 2 hired on or after 7/1/12 Miscellaneous 2% @ 60 3-yr average final compensation “New” hired on or after 1/1/13 2% @ 62 Miscellaneous 2.7% @ 57 Safety w/ 3 year average final compensation
PERS Employee Rate/ Employee Paid	N/A	8.0% Tier 1 Miscellaneous 7% Tier 2 Miscellaneous 7.25% New Miscellaneous 9.0% Safety 13.75% New Safety	8.0% Tier 1 Miscellaneous 7% Tier 2 Miscellaneous 7.25% New Miscellaneous 9.0% Safety 13.75% New Safety	8.0% Tier 1 Miscellaneous 7% Tier 2 Miscellaneous 7.25% New Miscellaneous 9.0% Safety 13.75% New Safety	8.0% Tier 1 Miscellaneous 7% Tier 2 Miscellaneous 7.25% New Miscellaneous 9.0% Safety 13.75% New Safety	8.0% Tier 1 Miscellaneous 7% Tier 2 Miscellaneous 7.25% New Miscellaneous	8.0% Tier 1 Miscellaneous 7% Tier 2 Miscellaneous 7.25% New Miscellaneous	8.0% Tier 1 Miscellaneous 7% Tier 2 Miscellaneous 7.25% New Miscellaneous 9.0% Safety 13.75% New Safety
PERS Employer Rate Effective June 30,2020 audited financial statement FY21-22 Unfunded Accrued Liability + Normal Cost	N/A	16.15% + \$1,049,481 annual lump sum UAL for Tier 1 Miscellaneous 9.3% + \$12,464 annual lump sum UAL for Tier 2 Miscellaneous 7.73% + \$16,135 annual lump sum UAL for New Miscellaneous 25.59% + \$1,185,123 annual lump sum UAL for Tier 1 Safety 13.98% + \$3,142 annual lump sum UAL for New Safety	16.15% + \$1,049,481 annual lump sum UAL for Tier 1 Miscellaneous 9.3% + \$12,464 annual lump sum UAL for Tier 2 Miscellaneous 7.73% + \$16,135 annual lump sum UAL for New Miscellaneous 25.59% + \$1,185,123 annual lump sum UAL for Tier 1 Safety 13.98% + \$3,142 annual lump sum UAL for New Safety	16.15% + \$1,049,481 annual lump sum UAL for Tier 1 Miscellaneous 9.3% + \$12,464 annual lump sum UAL for Tier 2 Miscellaneous 7.73% + \$16,135 annual lump sum UAL for New Miscellaneous 25.59% + \$1,185,123 annual lump sum UAL for Tier 1 Safety 13.98% + \$3,142 annual lump sum UAL for New Safety	16.15% + \$1,049,481 annual lump sum UAL for Tier 1 Miscellaneous 9.3% + \$12,464 annual lump sum UAL for Tier 2 Miscellaneous 7.73% + \$16,135 annual lump sum UAL for New Miscellaneous 25.59% + \$1,185,123 annual lump sum UAL for Tier 1 Safety 13.98% + \$3,142 annual lump sum UAL for New Safety	16.15% + \$1,049,481 annual lump sum UAL for Tier 1 Miscellaneous 9.3% + \$12,464 annual lump sum UAL for Tier 2 Miscellaneous 7.73% + \$16,135 annual lump sum UAL for New Miscellaneous	16.17% + \$1,049,481 annual lump sum UAL for Tier 1 Miscellaneous 9.3% + \$12,464 annual lump sum UAL for Tier 2 Miscellaneous 7.76% + \$16,135 annual lump sum UAL for New Miscellaneous	16.15% + \$1,049,481 annual lump sum UAL for Tier 1 Miscellaneous 9.3% + \$12,464 annual lump sum UAL for Tier 2 Miscellaneous 7.73% + \$16,135 annual lump sum UAL for New Miscellaneous 25.59% + \$1,185,123 annual lump sum UAL for Tier 1 Safety 13.98% + \$3,142 annual lump sum UAL for New Safety
PERS Employee Payment of Employer Rate	N/A	Eff 7/1/2012 Employee pays 1.0% for Classic Tier 1 Employee Miscellaneous 1/1/2011 Employee pays 1.0% for Classic Safety	Eff 7/1/2012 Employee pays 1.0% for Classic Tier 1 Employee Miscellaneous 1/1/2011 Employee pays 1.0% for Classic Safety	Eff 7/1/2012 Employee pays 1.0% for Classic Tier 1 Employee Miscellaneous 1/1/2011 Employee pays 1.0% for Classic Safety	Eff 7/1/2012 Employee pays 1.0% for Classic Tier 1 Employee Miscellaneous 1/1/2011 Employee pays 1.0% for Classic Safety	Eff 7/1/2012 Employee pays 1.0% for Classic Tier 1 Employee	Eff 7/1/2012 Employee pays 1.0% for Classic Tier 1 Employee	Eff 7/1/2012 Employee pays 1.0% for Classic Tier 1 Employee Miscellaneous 1/1/2011 Employee pays 1.0% for Classic Safety

Bargaining Units	CITY COUNCIL	UNREPRESENTED CITY MANAGER & DEPT HEADS	UNREPRESENTED DEPUTY DEPT HEAD	UNREPRESENTED MID MANAGER	UNREPRESENTED PROFESSIONAL	TEAMSTERS LOCAL 856 PUBLIC WORKS & CLERICAL	TEAMSTERS LOCAL 350 PUBLIC WORKS SUPERVISORS	HILLSBOROUGH POLICE OFFICERS ASSOCIATION
401(a) PLAN	N/A	Town contribution of: 4% salary CM 2% salary Dept. Heads	Town contribution of: \$600/year, paid per pay period	N/A	N/A	N/A	N/A	N/A
457 Deferred Comp	N/A	Employee chooses from two vendors: Corebridge Financial and Mission Square. Employee can defer pre-tax monies from paycheck up to annual cap	Employee chooses from two vendors: Corebridge Financial and Mission Square. Employee can defer pre-tax monies from paycheck up to annual cap	Employee chooses from two vendors: Corebridge Financial and Mission Square. Employee can defer pre-tax monies from paycheck up to annual cap	Employee chooses from two vendors: Corebridge Financial and Mission Square. Employee can defer pre-tax monies from paycheck up to annual cap	Employee chooses from two vendors: Corebridge Financial and Mission Square. Employee can defer pre-tax monies from paycheck up to annual cap	Employee chooses from two vendors: Corebridge Financial and Mission Square. Employee can defer pre-tax monies from paycheck up to annual cap	Employee chooses from two vendors: Corebridge Financial and Mission Square. Employee can defer pre-tax monies from paycheck up to annual cap
HEALTH Benefits <i>(CalPERS Health – tied to Region 1 rates)</i>	Town contribution not to exceed the Blue Shield Access + rate at the employee's enrollment level	Town contribution not to exceed the Blue Shield Access + rate at the employee's enrollment level or \$300 month cash in lieu	Town contribution not to exceed the Blue Shield Access + rate at the employee's enrollment level or \$300 month cash in lieu	Town contribution not to exceed the Blue Shield Access + rate at the employee's enrollment level or \$300 month cash in lieu	Town contribution not to exceed the Blue Shield Access + rate at the employee's enrollment level or \$300 month cash in lieu	Town contribution not to exceed the Blue Shield Access + rate at the employee's enrollment level or \$300 month cash in lieu	Town contribution not to exceed the Blue Shield Access + rate at the employee's enrollment level or \$300 month cash in lieu	Town contribution not to exceed the Blue Shield Access + rate at the employee's enrollment level or \$300 month cash in lieu
CASH IN LIEU Of health benefits	N/A	Up to \$500/month 2023 Capped at \$300 beg. 1/2024	Up to \$500/month 2023 Capped at \$300 beg. 1/2024	Up to \$500/month 2023 Capped at \$300 beg. 1/2024	Up to \$500/month 2023 Capped at \$300 beg. 1/2024	Enrolled prior to 1/1/22: capped at ee \$384.13, ee+1 \$768.25, ee +2 \$998.73/mo. Enrolled after 1/1/22, \$300/mo into Def Comp	Enrolled prior to 1/1/21: capped at ee \$384.13, ee+1 \$768.25, ee +2 \$998.73/mo. Enrolled after 1/1/22, \$300/mo into Def Comp	Enrolled prior to 1/1/20: capped at ee \$384.13, ee+1 \$768.25, ee +2 \$998.73/mo. Amounts are reduced each year starting in 2024. Enrolled after 1/1/22, \$300/mo into Def. Comp
RETIREE HEALTH BENEFITS	N/A	See chart page 6	See chart page 6	See chart page 6	See chart page 6	See chart page 6	See chart page 6	See chart page 6
DENTAL Navia	Self-funded reimbursement plan with maximum benefits of \$2500 per covered person per calendar year of eligible expenses, including orthodontia	Self-funded reimbursement plan with maximum benefits of \$2500 per covered person per calendar year of eligible expenses, including orthodontia	Self-funded reimbursement plan with maximum benefits of \$2500 per covered person per calendar year of eligible expenses, including orthodontia	Self-funded reimbursement plan with maximum benefits of \$2500 per covered person per calendar year of eligible expenses, including orthodontia	Self-funded reimbursement plan with maximum benefits of \$2500 per covered person per calendar year of eligible expenses, including orthodontia	Self-funded reimbursement plan with maximum benefits of \$2000 per covered person per calendar year of eligible expenses, including orthodontia	Self-funded reimbursement plan with maximum benefits of \$2000 per covered person per calendar year of eligible expenses, including orthodontia	Self-funded reimbursement plan with maximum benefits of \$2500 per covered person per calendar year of eligible expenses, including orthodontia
VISION Navia	Self-funded reimbursement plan with maximum benefits of \$350 per covered person per calendar year of eligible expenses	Self-funded reimbursement plan with maximum benefits of \$350 per covered person per calendar year of eligible expenses	Self-funded reimbursement plan with maximum benefits of \$350 per covered person per calendar year of eligible expenses	Self-funded reimbursement plan with maximum benefits of \$350 per covered person per calendar year of eligible expenses	Self-funded reimbursement plan with maximum benefits of \$350 per covered person per calendar year of eligible expenses	Self-funded reimbursement plan with maximum benefits of \$350 per covered person per calendar year of eligible expenses	Self-funded reimbursement plan with maximum benefits of \$350 per covered person per calendar year of eligible expenses	Self-funded reimbursement plan with maximum benefits of \$350 per covered person per calendar year of eligible expenses
LIFE The Standard \$0.115/\$1,000 per month AD&D \$0.025/\$1,000 per month	N/A	Class 1 CM 2x Sal cap \$450,000 Class 2 DH 1.5 x Sal Cap \$250,000 \$51.75 mo. - CM \$28.75 mo. - DH \$11.25 mo. – CM \$6.25 mo. - DH	Class 3 1x Salary cap \$250,000 varies varies	Class 5 \$100,000 \$11.50 mo. \$2.50 mo.	Class 5 \$100,000 \$11.50 mo. \$2.50 mo.	Class 8 \$100,000 \$11.50 mo. \$2.50 mo.	Class 4 \$100,000 \$11.50 mo. \$2.50 mo.	Class 7 \$75,000 \$8.63 mo. \$1.88 mo.

Bargaining Units	CITY COUNCIL	UNREPRESENTED CITY MANAGER & DEPT HEADS	UNREPRESENTED DEPUTY DEPT HEAD	UNREPRESENTED MID MANAGER	UNREPRESENTED PROFESSIONAL	TEAMSTERS LOCAL 856 PUBLIC WORKS & CLERICAL	TEAMSTERS LOCAL 350 PUBLIC WORKS SUPERVISORS	HILLSBOROUGH POLICE OFFICERS ASSOCIATION
SUPPLEMENTAL/ VOLUNTARY LIFE Standard Rate based on <u>age</u> & <u>amount</u> . Rate adjusted annually	N/A	Available at Employee's option Medical questionnaire may be required Premium adjusted based on age annually	Available at Employee's option Medical questionnaire may be required Premium adjusted based on age annually	Available at Employee's option Medical questionnaire may be required Premium adjusted based on age annually	Available at Employee's option Medical questionnaire may be required Premium adjusted based on age annually	Available at Employee's option Medical questionnaire may be required Premium adjusted based on age each August	Available at Employee's option Medical questionnaire may be required Premium adjusted based on age each August	Available at Employee's option Medical questionnaire may be required Premium adjusted based on age each August
LTD Standard \$0.220/\$100 per month	N/A	Class 1 180 calendar day elimination period, 66.67% of covered earnings to maximum disability benefit of \$6,000/ mo. to normal SS retirement age, or max benefit period. \$19.80/month	Class 3 180 calendar day elimination period, 66.67% of covered earnings to maximum disability benefit of \$6,000/ mo. to normal SS retirement age, or max benefit period \$19.80/month	Class 3 180 calendar day elimination period, 66.67% of covered earnings to maximum disability benefit of \$6,000/ mo. to normal SS retirement age, or max benefit period \$19.80/month	Class 3 180 calendar day elimination period, 66.67% of covered earnings to maximum disability benefit of \$6,000/ mo. to normal SS retirement age, or max benefit period Varies	Class 2 Maintenance Unit Class 3 Clerical Unit 60 calendar day elimination period, 66.67% of covered earnings to maximum disability benefit of \$6,000/ mo. to normal SS retirement age, or max benefit period Varies	Class 3 60 calendar day elimination period, 66.67% of covered earnings to maximum disability benefit of \$6,000/ mo. to normal SS retirement age, or max benefit period \$19.80/month \$19.14/month	Class 3 60 calendar day elimination period, 67% of covered earnings to maximum disability benefit of \$6,000/ mo. to normal SS retirement age, or max benefit period Varies
ADMINISTRATIVE LEAVE	N/A	80 hours per year	40 hours per year	40 hours per year Planning Manager = 60 hours per year	N/A	N/A	40 hours per year	N/A
VACATION	N/A	See chart page 7	See chart page 7	See chart page 7	See chart page 7	See chart page 7	See chart page 7	See chart page 7
HOLIDAYS	N/A	11 days (88 hours) Includes 1 floating holiday - January	11 days (88 hours) Includes 1 floating holiday - January	11 days (88 hours) Includes 1 floating holiday - January	11 days (88 hours) Includes 1 floating holiday - January	11 days (88 hours) Includes 1 floating holiday - January	11 days (88 hours) Includes 1 floating holiday - January	96 hours per year (3.69 hours per pay period) .5 hrs cash for each hour worked on 4 th July, Thanksgiving, Christmas or New Year's Day
SICK LEAVE	N/A	14 days (112 hours) = 4.31 hours biweekly No max accrual	14 days (112 hours) = 4.31 hours biweekly No max accrual	14 days (112 hours) = 4.31 hours biweekly No max accrual	14 days (112 hours) = 4.31 hours biweekly No max accrual	14 days (112 hours) = 4.31 hours biweekly No max accrual	14 days (112 hours) = 4.31 hours biweekly No max accrual	14 days (112 hours) = 4.31 hours biweekly No max accrual
COMPENSATORY TIME OFF (CTO)	N/A	N/A	N/A	N/A	Maximum accrual 100 hours	Max accrual 100 hours	N/A	Max accrual 100 hours
Sutter Health / Assist-U: EAP	N/A	3 visits/ 6 months for Employee & eligible dependents	3 visits/ 6 months for Employee & eligible dependents	3 visits/ 6 months for Employee & eligible dependents	3 visits/ 6 months for Employee & eligible dependents	3 visits/ 6 months for Employee & eligible dependents	3 visits/ 6 months for Employee & eligible dependents	3 visits/ 6 months for Employee & eligible dependents

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SHIFT DIFFERENTIAL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Night shift assignment receive 5% pay for hours worked between 7:00 pm and 7:00 am
UNIFORM ALLOWANCE	N/A	Police Chief only: \$1,000/year, paid bi-weekly	Police Captain only: \$1000/year, paid bi-weekly	Police Lieutenant only: \$1000/year, paid bi-weekly	N/A	Non-cash fringe benefit for Maintenance unit only valued for PERS and tax purposes	Non-cash fringe benefit valued for PERS and tax purposes	Sworn \$1000/year Non-sworn \$625/year Paid bi-weekly
SAFETY SHOE ALLOWANCE	N/A	N/A	N/A	N/A	N/A	Maintenance Unit: 1 pair per year, \$300 max	1 pair per year, \$300 max	N/A
PRESCRIPTION SAFETY GLASSES REIMBURSEMENT	N/A	N/A	N/A	N/A	N/A	Maintenance Unit: up to \$150 for frames every 2 years	Up to \$150 for frames every 2 years	N/A
STANDBY PAY	N/A	N/A	N/A	N/A	N/A	Maintenance Unit: If assigned M – F, 2 hours straight time. Sat-Sun = 3 hours each, straight time Holiday = 4 hours straight time	N/A	N/A
AUTO ALLOWANCE	N/A	CM and DH:\$158.61 bi-wkly, PW Dir.: \$192.47 bi-wkly	\$158.61 bi-weekly	N/A	N/A	N/A	N/A	N/A
MEDICARE MANDATORY EMPLOYER Paid EMPLOYEE Paid No max.	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%	1.45%
Social Security EMPLOYER Paid and EMPLOYEE Paid \$142,800 max in 2021	N/A	6.2%	6.2%	6.2%	6.2%	6.2%	6.2%	6.2% Non-sworn N/A Sworn
SDI 1.2% EMPLOYEE Paid 2021 taxable wage limit \$128,298	N/A	N/A	N/A	N/A	N/A	Maintenance Unit: 1.2%	N/A	N/A
BILINGUAL DIFFERENTIAL	N/A	N/A	N/A	N/A	N/A	\$50/pay period for Spanish, Cantonese, Mandarin, ASL	N/A	5% of base pay for Spanish, Cantonese, Mandarin, ASL
EDUCATIONAL INCENTIVE	N/A	N/A	N/A	N/A	N/A	N/A	N/A	POST Intermediate Certificate = 4% Sworn 60 college units = 6% POST Advanced Certificate= 7% Records Supe POST cert = 6% Sworn Bachelor's degree = 8% Sworn Master's degree = 10%

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TUITION REIMBURSEMENT	N/A	Up to \$15,000 for programs leading to college degree. Program is a loan forgiven at rate of \$2000 per year. Reimbursement based on grades	Up to \$15,000 for programs leading to college degree. Program is a loan forgiven at rate of \$2000 per year. Reimbursement based on grades	Up to \$15,000 for programs leading to college degree. Program is a loan forgiven at rate of \$2000 per year. Reimbursement based on grades	Up to \$15,000 for programs leading to college degree. Program is a loan forgiven at rate of \$2000 per year. Reimbursement based on grades	Up to \$1,500 for approved programs/coursework. Reimbursement based on grades	Up to \$1,500 for approved programs/coursework. Reimbursement based on grades	Non-sworn only: Up to \$1,500 for programs leading to college degree or job related course work. Reimbursement based on grades
INCENTIVE PAYS	N/A	N/A	10% for IT duties and function	10% for IT duties and function	5% for Assistant Engineer with registration as Professional Engineer with the state of CA	D-2, CW-2 \$100/month D-3, CW-3 additional \$50/mo. Class B license \$125/month Class A license \$175/month Backhoe Operator \$100/month when assigned to rotation PW Inspector: approved ICC cert \$100/month for first, additional \$50/mo. for more, max of \$150/month	D-3, CW-3 \$50/month D-4, CW-4 additional \$75/mo. T1 \$50/month T2 additional \$75/month Class B license \$125/month Class A license \$175/month	Motorcycle 5% Detective 5% SWAT 5% Crime Prevention Spec. 5% School Resource Officer 5% Canine pay 5% Training Dispatcher = \$50/shift
NOTARY PAY						\$50 per pay period		
CELL PHONE REIMBURSEMENT	N/A	\$75/month	\$75/mo. Assist CM, Dep Dir PW, Chief Bldg. Official, \$50/mo. Assist Finance Dir	\$75/mo. PW Superintendent., \$50/mo. All others	\$50/month	\$75/mo. PW Inspector \$50/mo. Bldg. Inspector N/A all others	\$75/month	N/A
TECHNOLOGY	N/A	\$1500 bi-annually equipment reimbursement \$50/mo. internet reimbursement	N/A	N/A	N/A	N/A	N/A	N/A
WELLNESS PROGRAM	N/A	Up to \$1000 annual reimbursement for: Gym fees, nutritional counseling, smoking cessation program, weight loss program, fitness classes, fitness equipment, chiropractic, acupuncture	Up to \$600 annual reimbursement for: Gym fees, nutritional counseling, smoking cessation program, weight loss program, fitness classes, fitness equipment, chiropractic, acupuncture	Up to \$600 annual reimbursement for: Gym fees, nutritional counseling, smoking cessation program, weight loss program, fitness classes, fitness equipment, chiropractic, acupuncture	Up to \$600 annual reimbursement for: Gym fees, nutritional counseling, smoking cessation program, weight loss program, fitness classes, fitness equipment, chiropractic, acupuncture	Up to \$300 annual reimbursement. for: Gym fees, nutritional counseling, smoking cessation program, weight loss program, fitness classes, chiropractic, acupuncture, fitness equipment	Up to \$300 annual reimbursement for: Gym fees, nutritional counseling, smoking cessation program, weight loss program, fitness classes, fitness equipment, chiropractic/acupuncture	Up to \$500 annual reimbursement for: Gym fees, nutritional counseling, smoking cessation program, weight loss program, fitness classes, fitness equipment
RENTAL ASSISTANCE PROGRAM	N/A	Rental assistance for those moving into San Mateo county. Up to \$10,000 forgivable loan.	Rental assistance for those moving into San Mateo county. Up to \$10,000 forgivable loan.	Rental assistance for those moving into San Mateo county. Up to \$10,000 forgivable loan.	Rental assistance for those moving into San Mateo county. Up to \$10,000 forgivable loan.	Rental assistance for those moving into San Mateo county. Up to \$10,000 forgivable loan.	Rental assistance for those moving into San Mateo county. Up to \$10,000 forgivable loan.	Rental assistance for those moving into San Mateo county. Up to \$10,000 forgivable loan.
SICK LEAVE CASH OUT AT RETIREMENT	N/A	After 10 years continuous service, can cash out up to 240 hours	After 10 years continuous service, can cash out up to 240 hours	After 10 years continuous service, can cash out up to 240 hours	After 10 years continuous service, can cash out up to 240 hours	After 10 years continuous service, can cash out up to the equivalent of 1 month's pay	After 10 years continuous service, can cash out up to equivalent of one month's pay	After 10 years continuous service, can cash out up to 240 hours
LAST SALARY INCREASE	N/A	3.75% (COLA) 1 ST pay period in 2023	3.75% (COLA) 1 ST pay period in 2023	3.75% (COLA) 1 ST pay period in 2023	3.75% (COLA) 1 ST pay period in 2023	3.75% (MOU) 1 ST pay period in 2023	3.0% (MOU) 1 ST pay period in 2023	3.25% (MOU) + equity for some positions 1 ST pay period in 2022
NEXT SALARY INCREASE	N/A	3.75% (COLA) 1 ST pay period in 2024	3.75% (COLA) 1 ST pay period in 2024	3.75% (COLA) 1 ST pay period in 2024	3.75% (COLA) 1 ST pay period in 2024	3.75% 1 ST pay period in 2024	Unknown 1 ST pay period in 2024	CPI average 1 ST pay period in 2024

Retiree Health Benefits (by Bargaining Unit)

	Tier 1					Tier 2					
	Hired before	Retire date	Benefit	Cap, varies by retire date	Length of service requirements with the Town	# of active employees eligible as of 1/2023	Hired after	Benefit	Cap	Length of service requirements with the Town	# of active employees eligible as of 1/2023
UNREPRESENTED	those hired before 1/1/2002	Any	Lifetime medical for employee + spouse, children to age 26	Blue Shield Access + Region 1 plan at employee's enrollment level	None	3	those hired after 1/2/2002	Town paid Retirement Health Savings Plan	2% 1 – 60 mo. 3% 61-240 mo. 4% 241 mo.+	Tiered, 5 years to be fully vested	22
HILLSBOROUGH POLICE OFFICERS ASSOCIATION	those hired before 3/1/2002	before 3/1/2002	Lifetime medical for employee + spouse, children to age 26	Blue Shield Access + Region 1 plan, up to 3 party rate	none	0	those hired after 3/1/2002	Town paid Retirement Health Savings Plan	2% 1 – 60 mo. 3% 61 – 239 mo. 4% 240 mo.+	5 years to be fully vested	29
		After 3/1/02, but before 1/1/2014	Lifetime medical for employee + spouse, children to age 26	Blue Shield Access + Region 1 plan, up to single party rate	5 years	0					
		After 3/1/02, but before 1/1/2014	Lifetime medical for employee + spouse, children to age 26	Blue Shield Access + Region 1 plan, up to 3 party rate	10 years	0					
		After 1/1/2014	Lifetime medical for employee + spouse, children to age 26	Blue Shield Access + Region 1 plan at employee's enrollment level capped at 15% increases	10 years	0					
TEAMSTERS LOCAL 350 PUBLIC WORKS SUPERVISORS	those hired before 1/1/2002	any	Lifetime medical for employee + spouse, children to age 26	Blue Shield Access + Region 1 plan at employee's enrollment level capped at 15% increases	none	0	those hired after 1/1/2002 but before 1/1/2021	Town paid Retirement Health Savings Plan	\$75 / mo. 1-60 mo. \$150/mo. 61 mo.+	Tiered, 5 years to be fully vested	2
							those hired after 1/1/2021	Town paid Retirement Health Savings Plan	\$75 / mo. 1-60 mo. \$150/mo. 61 mo.+	5 years to be fully vested	0
TEAMSTERS LOCAL 856 PUBLIC WORKS & CLERICAL	those hired before 1/1/2002	any	Lifetime medical for employee + spouse, children to age 26	Blue Shield Access + Region 1 plan at employee's enrollment level, capped at 15% increases	none	5	those hired after 1/1/2002	Town paid Retirement Health Savings Plan	\$75 / mo. 1-60 mo. \$150/mo. 61+ mo.	Tiered, 5 years to be fully vested	26
							Those hired after 1/1/2022	Town paid Retirement Health Savings Plan	\$75 / mo. 1-60 mo. \$150/mo. 61+ mo.	5 years to be fully vested	

VACATION LEAVE ACCRUAL SCHEDULE (By Bargaining Unit)

UNREPRESENTED		TEAMSTERS LOCAL 856 PUBLIC WORKS & CLERICAL		TEAMSTERS LOCAL 350 PUBLIC WORKS SUPERVISORS		HILLSBOROUGH POLICE OFFICERS ASSOCIATION	
Accrual Rate	Years of Service	Accrual Rate	Years of Service	Accrual Rate	Years of Service	Accrual Rate	Years of Service
3.08 hrs/pp = 10 days/year	0 - 4	3.08 hrs/pp = 10 days/year	0 - 4	3.08 hrs/pp = 10 days/year	0-less than 4	3.08 hrs/pp = 10 days/year	Less than 4
4.62 hrs/pp = 15 days/year	5 - 9	4.62 hrs/pp = 15 days/year	5 - 9	4.62 hrs/pp = 15 days/year	4 - 9	4.62 hrs/pp = 15 days/year	4 -
4.92 hrs/pp = 16 days/year	10	4.92 hrs/pp = 16 days/year	10	4.92 hrs/pp = 16 days/year	10	4.92 hrs/pp = 16 days/year	9
5.23 hrs/pp = 17 days/year	11	5.23 hrs/pp = 17 days/year	11	5.23 hrs/pp = 17 days/year	11	5.23 hrs/pp = 17 days/year	10
5.54 hrs/pp = 18 days/year	12	5.54 hrs/pp = 18 days/year	12	5.54 hrs/pp = 18 days/year	12	5.54 hrs/pp = 18 days/year	11
5.85 hrs/pp = 19 days/year	13	5.85 hrs/pp = 19 days/year	13	5.85 hrs/pp = 19 days/year	13	5.85 hrs/pp = 19 days/year	12
6.15 hrs/pp = 20 days/year	14 - 15	6.15 hrs/pp = 20 days/year	14+	6.15 hrs/pp = 20 days/year	14 - 15	6.15 hrs/pp = 20 days/year	13
6.46 hrs/pp = 21 days/year	16			6.46 hrs/pp = 21 days/year	16		14+
6.77 hrs/pp = 22 days/year	17			6.77 hrs/pp = 22 days/year	17		
7.08 hrs/pp = 23 days/year	18			7.08 hrs/pp = 23 days/year	18		
7.38 hrs/pp = 24 days/year	19			7.38 hrs/pp = 24 days/year	19		
7.69 hrs/pp = 25 days/year	20+			7.69 hrs/pp = 25 days/year	20+		
Maximum Accrual	2 years or below, whichever is greater	Maximum Accrual	2 years	Maximum Accrual	2 years	Maximum Accrual	2 years
City Manager/Dept Heads	480 hours						
Deputy Dept Heads/Mid-Mgr.	400 hours						
Professional	320 hours						

*Definition of a "New" CalPERS Member: A new member is defined in the Public Employees' Pension Reform Act of 2013 as any of the following

- A new hire who is brought into CalPERS membership for the first time on or after January 1, 2013, and who has no prior membership in any California public retirement system.
- A new hire who is brought into CalPERS membership for the first time on or after January 1, 2013, and who is not eligible for reciprocity with another California public retirement system.
- A member who first established CalPERS membership prior to January 1, 2013, and who is rehired by a different CalPERS employer after a break in service of greater than six months.