

Mid-Management Benefits Summary

Contract Date: 4/1/18 to 3/31/20

Compensation	
Salary Adjustments	Wage increase 1.5% effective 7/1/18 Wage increase 1.5% effective 7/1/19
Tuition Reimbursement	\$750 per semester/\$1,500 max per year
Bi-lingual Pay	\$75 per month for eligible employees
Uniform/Clothing Allowance	N/A
Standby Pay	N/A
Call Back Pay	Minimum 2 hrs pay at 1.5x rate fo pay. May be taken as Comp Time or pay
Shift Differential	N/A
Education Incentive Pay	N/A
Acting /Out-of-Class Pay	Greater of first step of higher class or 5% with a 5 consecutive day minimum
Retirement	
CalPERS Retirement Classic Tier I City of Lincoln employees hired prior to 2011	2.7% at 55
Final Compensation	One year final compensation
Survivor Benefit	No
Contribution Rates	Employee = 11% Employer = 12.212% (Employee pays 8% of employee portion and 3% of employer portion)
CalPERS Retirement Classic Tier II Classic PERS members hired with the City of Lincoln after 2010	2% at 60
Final Compensation	One year final compensation
Survivor Benefit	No
Contribution Rates	Employee = 10% Employer = 12.212% (Employee pays 7% of employee portion and 3% of employer portion)
CalPERS Retirement for New Members (PEPRA)	2% at 62
Final Compensation	Average of three year highest compensation
Survivor Benefit	No

Mid-Management Benefits Summary

Contract Date: 4/1/18 to 3/31/20

Contribution Rates	Employee = 9.25% (Employee pays 7% of employee portion and 3% of employer portion)
Social Security	The City of Lincoln participates in Social Security. Current employee rate is 6.2% and employer rate is 6.2%
Deferred Compensation	Employee participation
Health Insurance for Retirees	Employees hired after 1997, 5 yrs vested with Lincoln and must retire from the City: 100% City Coverage after 20 yrs based on current State Annuitant Contribution 100/90 formula (weighted average of the premiums of the four largest health benefit plans)

Insurance

Medical Plans	Plans provided by CalPERS, premiums vary depending on plan and region
Health Insurance City Contribution	80% of the Sacramento region Kaiser rate for applicable level (EE only, EE+1, Family)
Dental Plans	Delta Dental coverage; City paid EE only = \$50 per month Family = \$112 per month
Vision Plans	VSP coverage; City contribution \$7.00 per month EE only = \$7.00 per month EE+1 = \$10.79 per month Family = \$19.28 per month
Employee Assistance Plans	Yes
Life Insurance	\$50,000 coverage City paid: \$10.50 per month
Flexible Spending Accounts	Medical and dependent care
Cash in Lieu	66 2/3% of Kaiser Sacramento area rate if medical waived

Leaves

Vacation Accrual	0 to 3 yrs = 80 hrs 3 to 5 yrs = 88 hrs 5 to 8 yrs = 144 hrs 8 to 11 yrs = 128 hrs 11 to 13 yrs = 136 hrs 13 to 15 yrs = 144 hrs 15 to 18 yrs = 152 hrs 18 yrs+ = 208 hrs
Sick Leave Accrual	96 hrs per year

Mid-Management Benefits Summary

Contract Date: 4/1/18 to 3/31/20

Maximum Accruals	Vacation = 240 hrs Sick = 1,440 hrs
Leave Liquidation Program	Up to 60 hrs of accrued vacation leave; employee must have at least 180 hrs balance and use at least 40 hrs vacation
Administrative Leave	Exempt employees receive 64 hrs per fiscal year
Bereavement Leave	Up to 36 hrs
Holidays	9 paid 8-hour days
Floating Holiday	2 8-hour days, employees can elect to be paid-out for unused days