

MOU Term	AFSCME 11/14/2023 - 6/30/2026	Confidential Follows AFSCME MOU 11/14/2023 - 6/30/2026	POA 9/1/2024 - 8/31/2027	PSA 7/1/2025 - 10/31/2027	SEIU 7/1/2023 - 6/30/2026	SEIU Temp 10/26/08-10/22/11	Unrep. Mgmt. (Misc.) Effective 9/8/2024	Unrep. Mgmt. (Safety) Effective 9/8/2024	
<b>Retirement (CalPERS - Tier 1 Classic)</b>	2% @ 62 Applicable Dates: Menlo Park hire date prior to October 23, 2011 Formula: 2.7% @ 55 Employer Rate: 9.79% Employee Rate: 8% Employee Cost Share: 0% Final Compensation: 1 year	2% @ 62 Applicable Dates: Menlo Park hire date prior to October 23, 2011 Formula: 2.7% @ 55 Employer Rate: 9.79% Employee Rate: 8% Employee Cost Share: 0% Final Compensation: 1 year	2% @ 57 Applicable Dates: Menlo Park hire date prior to July 1, 2011 Formula: 3% @ 50 Employer Rate: 24.38% Employee Rate: 12% Employee Cost Share: 0% Final Compensation: 1 year	2% @ 57 Applicable Dates: Menlo Park hire date prior to November 20, 2011 Formula: 3% @ 50 Employer Rate: 24.38% Employee Rate: 12% Employee Cost Share: 0% Final Compensation: 1 year	2% @ 57 Applicable Dates: Menlo Park hire date prior to February 12, 2012 Formula: 2.7% @ 55 Employer Rate: 9.79% Employee Rate: 8% Employee Cost Share: 0% Final Compensation: 1 year	n/a	2% @ 55 Applicable Dates: Menlo Park hire date prior to February 12, 2012 Formula: 2.7% @ 55 Employer Rate: 9.79% Employee Rate: 8% Employee Cost Share: 0% Final Compensation: 1 year	2% @ 50 Applicable Dates: Menlo Park hire date prior to November 20, 2011 Formula: 3% @ 50 Employer Rate: 24.38% Employee Rate: 12% Employee Cost Share: 0% Final Compensation: 1 year	
Credit for Unused Sick Leave	Retiree medical for employees hired prior to October 23, 2011 and minimum five (5) years service	Retiree medical for employees hired prior to October 23, 2011 and minimum five (5) years service	Retiree medical for employees hired prior to July 1, 2011	Retiree medical for employees hired on or before June 30, 2004	Retiree medical for employees hired prior to May 4, 2010 and minimum five (5) years service	n/a	Retiree medical for employees hired on or before October 22, 2011 and minimum five (5) years service	Retiree medical for employees hired on or before October 22, 2011 and minimum five (5) years service	
<b>Retirement (CalPERS - Tier 2 Classic)</b>	2% @ 60 Applicable Dates: Classic members with hire date on or after February 12, 2012 Formula: 2% @ 60 Employer Rate: 9.79% Employee Rate: 7% Employee Cost Share: 0% Final Compensation: 3 years	2% @ 60 Applicable Dates: Classic members with hire date on or after February 12, 2012 Formula: 2% @ 60 Employer Rate: 9.79% Employee Rate: 7% Employee Cost Share: 0% Final Compensation: 3 years	3% @ 55 Applicable Dates: Classic members hired on or after November 20, 2011 Formula: 20.06% Employee Rate: 12% Employee Cost Share: 0% Final Compensation: 3 years	3% @ 55 Applicable Dates: Classic members hired on or after November 20, 2011 Formula: 20.06% Employee Rate: 12% Employee Cost Share: 0% Final Compensation: 3 years	2% @ 50 Applicable Dates: Classic members with hire date on or after February 12, 2012 Formula: 2% @ 50 Employer Rate: 9.79% Employee Rate: 7% Employee Cost Share: 0% Final Compensation: 3 years	n/a	2% @ 50 Applicable Dates: Classic members with hire date on or after February 12, 2012 Formula: 2% @ 50 Employer Rate: 9.79% Employee Rate: 7% Employee Cost Share: 0% Final Compensation: 3 years	3% @ 55 Applicable Dates: Classic members hired on or after November 20, 2011 Formula: 20.06% Employee Rate: 12% Employee Cost Share: 0% Final Compensation: 3 years	
Credit for Unused Sick Leave	Retiree medical for employees hired prior to October 23, 2011 and minimum five (5) years service	Retiree medical for employees hired prior to October 23, 2011 and minimum five (5) years service	Retiree medical for employees hired prior to July 1, 2011	Retiree medical for employees hired on or before June 30, 2004	Retiree medical for employees hired prior to May 4, 2010 and minimum five (5) years service	n/a	Retiree medical for employees hired on or before October 22, 2011 and minimum five (5) years service	Retiree medical for employees hired on or before October 22, 2011 and minimum five (5) years service	
<b>Retirement (CalPERS - Tier 3 PEPPA)</b>	2% @ 62 Applicable Dates: New members as defined by CalPERS Formula: 2% @ 62 Employer Rate: 9.79% Employee Rate: 7.50% Employee Cost Share: 0% Final Compensation: 3 years	2% @ 62 Applicable Dates: New members as defined by CalPERS Formula: 2% @ 62 Employer Rate: 9.79% Employee Rate: 7.50% Employee Cost Share: 0% Final Compensation: 3 years	2.7% @ 57 Applicable Dates: New members as defined by CalPERS Formula: 13.99% Employer Rate: 13.99% Employee Rate: 13.75% Employee Cost Share: 0% Final Compensation: 3 years	2.7% @ 57 Applicable Dates: New members as defined by CalPERS Formula: 13.99% Employer Rate: 13.99% Employee Rate: 13.75% Employee Cost Share: 0% Final Compensation: 3 years	2% @ 62 Applicable Dates: New members as defined by CalPERS Formula: 2% @ 62 Employer Rate: 9.79% Employee Rate: 7.50% Employee Cost Share: 0% Final Compensation: 3 years	n/a	2% @ 62 Applicable Dates: New members as defined by CalPERS Formula: 2% @ 62 Employer Rate: 9.79% Employee Rate: 7.50% Employee Cost Share: 0% Final Compensation: 3 years	2.7% @ 57 Applicable Dates: New members as defined by CalPERS Formula: 13.99% Employer Rate: 13.99% Employee Rate: 13.75% Employee Cost Share: 0% Final Compensation: 3 years	
Credit for Unused Sick Leave	Retiree medical for employees hired prior to October 23, 2011 and minimum five (5) years service	Retiree medical for employees hired prior to October 23, 2011 and minimum five (5) years service	Retiree medical for employees hired prior to July 1, 2011	Retiree medical for employees hired on or before June 30, 2004	Retiree medical for employees hired prior to May 4, 2010 and minimum five (5) years service	n/a	Retiree medical for employees hired on or before October 22, 2011 and minimum five (5) years service	Retiree medical for employees hired on or before October 22, 2011 and minimum five (5) years service	
<b>Medicare (Hired after 03/31/1986)</b>	1.45% Employer Contribution: 1.45% Employee Contribution: 1.45%	1.45% Employer Contribution: 1.45% Employee Contribution: 1.45%	1.45% Employer Contribution: 1.45% Employee Contribution: 1.45%	1.45% Employer Contribution: 1.45% Employee Contribution: 1.45%	1.45% Employer Contribution: 1.45% Employee Contribution: 1.45%	n/a	1.45% Employer Contribution: 1.45% Employee Contribution: 1.45%	1.45% Employer Contribution: 1.45% Employee Contribution: 1.45%	
<b>Retiree Medical CalPERS</b>	\$162/month Employer Contribution (includes PEH/MCA) Employee Cost: Varies by Plan	\$162/month Employer Contribution (includes PEH/MCA) Employee Cost: Varies by Plan	\$162/month Employer Contribution (includes PEH/MCA) Employee Cost: Varies by Plan	\$162/month Employer Contribution (includes PEH/MCA) Employee Cost: Varies by Plan	\$162/month Employer Contribution (includes PEH/MCA) Employee Cost: Varies by Plan	n/a	\$162/month Employer Contribution (includes PEH/MCA) Employee Cost: Varies by Plan	\$162/month Employer Contribution (includes PEH/MCA) Employee Cost: Varies by Plan	
<b>City Cafeteria Plan (includes CalPERS medical)</b>	\$1,168.86/month for single coverage \$2,337.72/month for two-person coverage \$3,039.04/month for family coverage	\$1,168.86/month for single coverage \$2,337.72/month for two-person coverage \$3,039.04/month for family coverage	\$1,168.86/month for single coverage \$2,337.72/month for two-person coverage \$3,039.04/month for family coverage	\$1,168.86/month for single coverage \$2,337.72/month for two-person coverage \$3,039.04/month for family coverage	\$1,168.86/month for single coverage \$2,337.72/month for two-person coverage \$3,039.04/month for family coverage	n/a	100% City paid health coverage	100% City paid health coverage	
Allocation Options	CalPERS medical plan premiums Medical Flexible Spending Account up to \$3,400/year Dependent Care Account up to \$7,500/year	CalPERS medical plan premiums Medical Flexible Spending Account up to \$3,400/year Dependent Care Account up to \$7,500/year	CalPERS medical plan premiums Medical Flexible Spending Account up to \$3,400/year Dependent Care Account up to \$7,500/year	CalPERS medical plan premiums Medical Flexible Spending Account up to \$3,400/year Dependent Care Account up to \$7,500/year	CalPERS medical plan premiums Medical Flexible Spending Account up to \$3,400/year Dependent Care Account up to \$7,500/year	n/a	n/a	n/a	
Employee Cost	Varies by Plan	Varies by Plan	Varies by Plan	Varies by Plan	Varies by Plan	n/a	\$0	\$0	
<b>Dental Plan</b>	\$2.75/covered person premium + reimbursement + 6.7% of reimbursement admin fee	\$2.75/covered person premium + reimbursement + 6.7% of reimbursement admin fee	\$2.75/covered person premium + reimbursement + 6.7% of reimbursement admin fee	\$2.75/covered person premium + reimbursement + 6.7% of reimbursement admin fee	\$2.75/covered person premium + reimbursement + 6.7% of reimbursement admin fee	n/a	\$2.75/covered person premium + reimbursement + 6.7% of reimbursement admin fee	\$2.75/covered person premium + reimbursement + 6.7% of reimbursement admin fee	
<b>Employer Contribution</b>	\$0	\$0	\$0	\$0	\$0	n/a	\$0	\$0	
<b>Vision Plan</b>	\$16.70/month employee only \$32.90/month employee + spouse \$35.10/month employee + child(ren) \$56.00/month employee + family	\$16.70/month employee only \$32.90/month employee + spouse \$35.10/month employee + child(ren) \$56.00/month employee + family	\$16.70/month employee only \$32.90/month employee + spouse \$35.10/month employee + child(ren) \$56.00/month employee + family	\$16.70/month employee only \$32.90/month employee + spouse \$35.10/month employee + child(ren) \$56.00/month employee + family	\$16.70/month employee only \$32.90/month employee + spouse \$35.10/month employee + child(ren) \$56.00/month employee + family	\$16.70/month employee only \$32.90/month employee + spouse \$35.10/month employee + child(ren) \$56.00/month employee + family	n/a	\$16.70/month employee only \$32.90/month employee + spouse \$35.10/month employee + child(ren) \$56.00/month employee + family	\$16.70/month employee only \$32.90/month employee + spouse \$35.10/month employee + child(ren) \$56.00/month employee + family
<b>Commuter Benefits</b>	\$275/year/employee Caltrain Go Pass BayPass Commuter Checks Transportation Allowance	\$275/year/employee Caltrain Go Pass BayPass Commuter Checks Transportation Allowance	\$275/year/employee Caltrain Go Pass BayPass Commuter Checks Transportation Allowance	\$275/year/employee Caltrain Go Pass BayPass Commuter Checks Transportation Allowance	\$275/year/employee Caltrain Go Pass BayPass Commuter Checks Transportation Allowance	n/a	\$275/year/employee Caltrain Go Pass BayPass Commuter Checks Transportation Allowance	\$275/year/employee Caltrain Go Pass BayPass Commuter Checks Transportation Allowance	
<b>Employee Contribution</b>	\$0	\$0	\$0	\$0	\$0	n/a	\$0	\$0	
<b>Long Term Disability Coverage</b>	Up to 66.67% of salary Benefit Amount: \$0.4060/\$100 in salary/month Employee Contribution: \$0	Up to 66.67% of salary Benefit Amount: \$0.4060/\$100 in salary/month Employee Contribution: \$0	Up to 66.67% of salary Benefit Amount: \$0.4060/\$100 in salary/month Employee Contribution: \$0	Up to 66.67% of salary Benefit Amount: \$0.4060/\$100 in salary/month Employee Contribution: \$0	Up to 66.67% of salary Benefit Amount: \$0.4060/\$100 in salary/month Employee Contribution: \$0	Up to 66.67% of salary Benefit Amount: \$0.4060/\$100 in salary/month Employee Contribution: \$0	n/a	Up to 66.67% of salary (max \$10,000/month) Benefit Amount: \$0.4060/\$100 in salary/month Employee Contribution: \$0	Up to 66.67% of salary (max \$10,000/month) Benefit Amount: \$0.4060/\$100 in salary/month Employee Contribution: \$0
<b>Life Insurance</b>	1.5x salary (up to \$350,000) Benefit Amount: \$0.144/\$1,000 in salary/month Employee Contribution: \$0	1.5x salary (up to \$350,000) Benefit Amount: \$0.144/\$1,000 in salary/month Employee Contribution: \$0	1.5x salary (up to \$350,000) Benefit Amount: \$0.144/\$1,000 in salary/month Employee Contribution: \$0	1.5x salary (up to \$350,000) Benefit Amount: \$0.144/\$1,000 in salary/month Employee Contribution: \$0	1.5x salary (up to \$350,000) Benefit Amount: \$0.144/\$1,000 in salary/month Employee Contribution: \$0	1.5x salary (up to \$350,000) Benefit Amount: \$0.144/\$1,000 in salary/month Employee Contribution: \$0	n/a	1.5x salary (up to \$350,000) Benefit Amount: \$0.144/\$1,000 in salary/month Employee Contribution: \$0	1.5x salary (up to \$350,000) Benefit Amount: \$0.144/\$1,000 in salary/month Employee Contribution: \$0
<b>Accidental Death &amp; Dismemberment Insurance</b>	1.5x salary (up to \$350,000) Benefit Amount: \$0.035/\$1,000 in salary/month Employee Contribution: \$0	1.5x salary (up to \$350,000) Benefit Amount: \$0.035/\$1,000 in salary/month Employee Contribution: \$0	1.5x salary (up to \$350,000) Benefit Amount: \$0.035/\$1,000 in salary/month Employee Contribution: \$0	1.5x salary (up to \$350,000) Benefit Amount: \$0.035/\$1,000 in salary/month Employee Contribution: \$0	1.5x salary (up to \$350,000) Benefit Amount: \$0.035/\$1,000 in salary/month Employee Contribution: \$0	1.5x salary (up to \$350,000) Benefit Amount: \$0.035/\$1,000 in salary/month Employee Contribution: \$0	n/a	1.5x salary (up to \$350,000) Benefit Amount: \$0.035/\$1,000 in salary/month Employee Contribution: \$0	1.5x salary (up to \$350,000) Benefit Amount: \$0.035/\$1,000 in salary/month Employee Contribution: \$0
<b>Voluntary Supplemental Life Insurance</b>	Up to 5x salary (max \$500,000) Benefit Amount: \$0 Employee Contribution: Varies: Age-banded	Up to 5x salary (max \$500,000) Benefit Amount: \$0 Employee Contribution: Varies: Age-banded	Up to 5x salary (max \$500,000) Benefit Amount: \$0 Employee Contribution: Varies: Age-banded	Up to 5x salary (max \$500,000) Benefit Amount: \$0 Employee Contribution: Varies: Age-banded	Up to 5x salary (max \$500,000) Benefit Amount: \$0 Employee Contribution: Varies: Age-banded	n/a	Up to 5x salary (max \$500,000) Benefit Amount: \$0 Employee Contribution: Varies: Age-banded	Up to 5x salary (max \$500,000) Benefit Amount: \$0 Employee Contribution: Varies: Age-banded	
<b>Holiday</b>	11 days	11 days	13 days	13 days	11 days	n/a	11 days	11 days	
<b>Floating Holiday</b>	42 hours	42 hours	n/a	n/a	42 hours	n/a	n/a	n/a	
<b>Sick Leave</b>	8 hours/month Max accrual: 1,440 hours	8 hours/month Max accrual: 1,440 hours	8 hours/month Max accrual: 1,500 hours	Use General Leave Hours	8 hours/month Max accrual: 1,440 hours	Use Paid Time Off Max accrual: 48 hours	Use General Leave Hours	Use General Leave Hours	
<b>Vacation/General Leave/Paid Time Off</b>	0-3 service years: 88 hours/year 3-5 service years: 104 hours/year 6-10 service years: 136 hours/year 11-15 service years: 152 hours/year 15+ service years: 176 hours/year Max accrual: 336 hours	0-3 service years: 88 hours/year 3-5 service years: 104 hours/year 6-10 service years: 136 hours/year 11-15 service years: 152 hours/year 15+ service years: 176 hours/year Max accrual: 336 hours	0-3 service years: 96 hours/year 3-5 service years: 112 hours/year 6-10 service years: 144 hours/year 11-15 service years: 168 hours/year 15+ service years: 192 hours/year Max accrual: 440 hours	1-5 service years: 216 hours/year 6-10 service years: 230 hours/year 11-15 service years: 256 hours/year 20+ service years: 296 hours/year Max accrual: 1,400 hours	0-3 service years: 88 hours/year 3-5 service years: 104 hours/year 6-10 service years: 136 hours/year 11-15 service years: 152 hours/year 15+ service years: 176 hours/year Max accrual: 336 hours	0-3 service years: 88 hours/year 3-5 service years: 104 hours/year 6-10 service years: 136 hours/year 11-15 service years: 152 hours/year 15+ service years: 176 hours/year Max accrual: 336 hours	PTO accumulates at 0.034 hours/hour worked	13 hours/pay period Max accrual: 1,200 hours	13 hours/pay period Max accrual: 1,200 hours
<b>Administrative Leave</b>	n/a	n/a	n/a	n/a	n/a	n/a	80 hours	80 hours	
<b>Bereavement Leave</b>	24 hours paid + 2 additional days using employee's eligible leave bank	24 hours paid + 2 additional days using employee's eligible leave bank	3 working days paid + 2 additional days using employee's eligible leave bank	3 working days paid + 2 additional days using employee's eligible leave bank	3 paid working days + 2 additional days using employee's eligible leave bank	n/a	3 working days paid + 2 additional days using employee's eligible leave bank	3 working days paid + 2 additional days using employee's eligible leave bank	
<b>Uniform Allowance</b>	Technical Service Manager(s) - \$600/year Safety Boots - up to \$400 towards the cost of no more than 3 pair of approved safety boots per year	n/a	\$1,040/year (\$40/pay period)	\$1,040/year (\$40/pay period)	Communications Officers, Records Personnel - \$800/year Community Service Officers - \$1,040/year Safety Boots - up to \$400 towards the cost of no more than 3 pair of approved safety boots per year	City will provide uniforms to any member required to wear one	n/a	\$1,456/year (\$56/pay period); adjusted annually by CPI	
<b>Employee Assistance Program (EAP)</b>	\$5.75/month/employee	\$5.75/month/employee	\$5.75/month/employee	\$5.75/month/employee	\$5.75/month/employee	n/a	\$5.75/month/employee	\$5.75/month/employee	

	AFSCME	Confidential	POA	PSA	SEIU	SEIU Temp	Unrep. Mgmt. (Misc.)	Unrep. Mgmt. (Safety)
<b>MOU Term</b>	11/14/2023 - 6/30/2026	Follows AFSCME MOU 11/14/2023 - 6/30/2026	9/1/2024 - 8/31/2027	7/1/2025 - 10/31/2027	7/1/2023 - 6/30/2026	10/26/08-10/22/11	Effective 9/8/2024	Effective 9/8/2024
First Responder Employer Cost	\$12.00/month/employee	\$12.00/month/employee	\$12.00/month/employee	\$12.00/month/employee	\$12.00/month/employee	n/a	n/a	\$12.00/month/employee
Employee Cost	\$0	\$0	\$0	\$0	\$0	n/a	\$0	\$0
<b>Longevity Pay</b>								
Percent	n/a	n/a	7 years of service - 2% upon base pay 11 years of service - 4% upon base pay 15 years of service - 6% upon base pay 20 years of service - 8% upon base pay Includes half credit for years of service as a Peace Officer at other CA agencies	7 years of service - 3% upon base pay 11 years of service - 5% upon base pay 15 years of service - 8% upon base pay 20 years of service - 10% upon base pay Includes half credit for years of service as a Peace Officer at other CA agencies	n/a	n/a	n/a	n/a
<b>Education</b>								
Employer Cost	\$4,000/year	\$4,000/year	\$8,000/year	\$8,000/year	Up to \$11,200/year	n/a	Up to \$90,000/year	Estimated \$10,800/year
Employee Cost	\$0	\$0	n/a	n/a	\$0	n/a	\$0	\$0
Reimbursement	\$700-\$2,500/year/employee	\$700-\$2,500/year/employee	\$1,400-\$5,000/year/employee	\$1,400-\$5,000/year/employee	\$1,000-\$4,000/year/employee	n/a	Up to \$3,600/year	Up to \$3,600/year
<b>Acting Pay/Special Pay (Weekend &amp; Night Shift Differential)</b>								
Amount	Out of classification - 5% increase/hour Weekend swing, midnight, relief or day shift - 5% increase/hour	Out of classification - 5% increase/hour Weekend swing, midnight, relief or day shift - 5% increase/hour	Out of classification - 5% increase/hour Night Shift - 2% increase/hour	Out of classification - 5% increase/hour Night Shift - 2% increase/hour	Out of classification - 5% increase/hour Weekend swing, midnight, relief or day shift - 5% increase/hour	n/a	n/a	n/a
<b>Bilingual Pay</b>								
Amount	\$65/pay period	\$65/pay period	\$75/pay period	\$75/pay period	\$65/pay period	\$0.81/hour	n/a	n/a
<b>Other Benefits</b>								
Auto Allowance	n/a	n/a	\$500/month for detective use of personal car	\$500/month for detective use of personal car	n/a	n/a	\$277/pay period	\$277/pay period
OP-Call Pay	n/a	n/a	One hour of pay at regular rate/day on-call	One hour of pay at regular rate/day on-call	n/a	n/a	n/a	n/a
Canine Pay	n/a	n/a	7 hours overtime/pay period	n/a	n/a	n/a	n/a	n/a
Health Reimbursement Arrangement (HRA)	n/a	n/a	n/a	n/a	n/a	n/a	\$2,500/year	\$2,500/year
Deferred Compensation	n/a	n/a	n/a	n/a	n/a	n/a	Employer match 1:1 of employee contribution up to 4% of base salary (Tier 2 classic and Tier 3 PEPRA only)	Employer match 1:1 of employee contribution up to 4% of base salary (Tier 2 classic and Tier 3 PEPRA only)
Police Hiring and Retention Incentive Program	n/a	n/a	<u>Police Academy Graduates (\$10,000 total):</u> \$5,000 after completion of Field Training Officer Program \$5,000 after successfully passing probation and completing one (1) year of service  <u>Lateral Police Officers (\$40,000 total):</u> \$10,000 upon hire \$10,000 after successful passing probation and completing one (1) year of service \$5,000 after completing two (2) years of service \$5,000 after completing three (3) years of service \$10,000 after completing four (4) years of service	n/a	n/a	n/a	n/a	n/a