EAST BAY DISCHARGERS AUTHORITY
COMPENSATION PLAN
JULY 1, 2026 TO JUNE 30, 2027

MONTHLY SALARY SCHEDULE					
CLASSIFICATION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Administration Manager	9,552.82	10,030.48	10,532.00	11,058.60	11,611.52
Administrative Assistant	5,619.56	5,900.52	6,195.56	6,505.32	6,830.62
General Manager	20,980.70	22,032.02	23,117.38	24,266.50	25,473.08
Operations & Maintenance Manager	15,585.42	16,364.70	17,182.92	18,042.08	18,944.18

SUMMARY OF BENEFITS	
BENEFIT	DESCRIPTION
Medicare	The employee and the Authority each pay the Medicare tax rate of 1.45% on taxable earnings.
Retirement – CalPERS Classic Members	Benefit Formula: 2.5% @ 55, 1 year final average compensation Authority shall contribute 100% of the required Employer Normal Cost Rate as determined by the CalPERS annual actuarial valuation. Classic Members[1] shall contribute 100% of the plan's Employee Contribution Rate.
Retirement – CalPERS New Members	Benefit Formula: 2% @ 62, 3 years final average compensation Authority shall contribute 100% of the required Employer Normal Cost Rate as determined by the CalPERS annual actuarial valuation. New Members[2] shall contribute 100% of the plan's Employee Contribution Rate.
CalPERS Health Program – Active Employee	Employees may select any CalPERS health plan. The Authority will contribute up to 100% of the family rate for Kaiser Permanente coverage for employees and their eligible dependents enrolled in the employer-sponsored health plan. If an employee selects a health plan that costs more than the Kaiser Permanente family rate, the employee will be responsible for any premium amount above that rate. Any additional premiums will be deducted from the employee's payroll.
CalPERS Health Program – Retiree	Retiree Health provided for eligible retirees and their eligible dependents that participate in the employer-sponsored plan. EBDA will issue a quarterly reimbursement to the retiree for eligible medical premiums less the required PEMHCA employer contribution paid directly to CalPERS. Employees hired before <u>January 1, 2013</u> who retire from EBDA with a minimum of five (5) years of service: • Up to 100% of Kaiser one-party member rate, including PEMHCA rate Employees hired on or after <u>January 1, 2013</u> who retire from EBDA with a minimum of ten (10) years of CalPERS service and at least five (5) years at EBDA: • Up to 50% of Kaiser one-party member rate, increasing 5% for each additional year of CalPERS service, up to 100% at 20 years
Dental & Vision Care	Authority pays dental and vision insurance premiums for employees and their eligible dependents enrolled in the employer sponsored programs.

SUMMARY OF BENEFITS (Continued)	
BENEFIT	DESCRIPTION
Basic Life Insurance and AD&D	Benefit: 1 x Annual Salary Authority provides basic life insurance and accidental death & dismemberment coverage.
Short Term/Long Term Disability Insurance	Benefit: 66 2/3% of salary Authority provides coverage up to the date of permanent separation from EBDA. Employee must exhaust all available leave. Note: EBDA does not pay into State Disability Insurance.
Deferred Compensation	An Authority-sponsored 457 deferred compensation plan is available to employees. For participants that defer 0.32% of gross earnings, the Authority contributes 2.32% to the employee's plan account. In addition, employees may elect to defer a voluntary dollar amount to which the Authority will match $0.50 for each $1, up to a maximum employer contribution of $500 per calendar year, per employee.
Holidays	12 paid holidays plus 20 hours of floating holiday annually.

MISCELLANEOUS	
Part-time Employees - Prorated Benefits	Part-time employees and their dependents are eligible for employer-sponsored health benefits. Contribution rates are prorated based on scheduled work hours.
Compensatory Time Off	Unclassified, exempt employees do not receive additional payment for overtime. In lieu of payment, the General Manager may adjust working hours to compensate the employee for time worked in excess of 40 hours per week. Classified, non-exempt employees are compensated at the rate of one and one-half time the employee's regular rate of pay for all hours worked in excess of 40 hours per week. The Authority shall pay overtime worked by non-exempt employees in a manner consistent with the Fair Labor Standards Act.
Calculation Method of Hourly Rate	Hourly rate equivalents shall be determined by dividing the employee's actual monthly salary rate by 173.33, which is considered to be the average number of working hours per month.
Use of Authority Vehicle	The General Manager may authorize the use of Authority vehicles by employees for business travel when determined that such use would be in the best interest of the Authority.
Flexible Spending Accounts (FSA)	Benefit eligible employees may enroll in the Authority's FSA to make pre-tax salary contributions up to the IRS limits.
Health & Wellness Program	The Authority provides a monthly stipend of up to $100 to promote a proactive, preventive approach to the overall well-being of employees.