

BENEFIT SUMMARY FOR CITY OF BENICIA PROFESSIONAL AND MANAGEMENT GROUPS

If you have any questions on this benefit sheet or any other benefit questions, please call the Human Resources Department at (707) 746-4205. Page 1 of 5 Revised: 12/17/14

BENEFIT	POLICE MANAGEMENT (Police Lieutenants)	LOCAL 1 (prof/conf and supervisory)	MID-MANAGEMENT	SR. MANAGEMENT																						
TERM OF CURRENT M.O.U.	June 30, 2016	June 30, 2016	June 30, 2016	June 30, 2017																						
LONGEVITY PAY	5% after 20 years of service 6.25% after 25 years of service	2.5% after completion of each 10 years of service.	At the completion of: <table border="1" style="margin: 5px auto; border-collapse: collapse; text-align: center;"> <thead> <tr> <th style="text-align: left;">Yrs. Of Service</th> <th style="text-align: left;">Amount</th> </tr> </thead> <tbody> <tr> <td>Ten</td> <td>2.5%</td> </tr> <tr> <td>Fifteen</td> <td>3.75%</td> </tr> <tr> <td>Twenty</td> <td>4.25%</td> </tr> <tr> <td>Twenty-five</td> <td>6.25%</td> </tr> </tbody> </table>	Yrs. Of Service	Amount	Ten	2.5%	Fifteen	3.75%	Twenty	4.25%	Twenty-five	6.25%	At the completion of: <table border="1" style="margin: 5px auto; border-collapse: collapse; text-align: center;"> <thead> <tr> <th style="text-align: left;">Yrs. Of Service</th> <th style="text-align: left;">Amount</th> </tr> </thead> <tbody> <tr> <td>Five</td> <td>1.25%</td> </tr> <tr> <td>Ten</td> <td>2.5%</td> </tr> <tr> <td>Fifteen</td> <td>3.75%</td> </tr> <tr> <td>Twenty</td> <td>5%</td> </tr> <tr> <td>Twenty-Five</td> <td>6.25%</td> </tr> </tbody> </table> Note: this benefit does NOT apply to City Manager or City Attorney.	Yrs. Of Service	Amount	Five	1.25%	Ten	2.5%	Fifteen	3.75%	Twenty	5%	Twenty-Five	6.25%
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Twenty-Five	6.25%																									
DEFERRED COMPENSATION	Voluntary program. City does not match funds.	Voluntary program. City does not match funds.	Non-Safety: 2% City contribution requiring an additional 1% employee contribution. Safety: 2.5% City contribution requiring an additional 1% employee contribution.	Non-safety: 4% City contribution requiring an additional 1% employee contribution. Safety (Police & Fire Chiefs) 5.5% City contribution requiring an additional 1% employee contribution. City Manager and City Attorney receive 7% city contribution requiring an additional 3% employee contribution.																						
City contribution will be into either a 401(a) or 457 (employee choice). Employees may voluntarily contribute additional monies into the 457 account (but not 401).																										

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BENEFIT	POLICE MANAGEMENT (Police Lieutenants)	LOCAL 1 (prof/conf and supervisory)	MID-MANAGEMENT	SR. MANAGEMENT
AUTO ALLOWANCE				*Fire Chief and Police Chief have a city vehicle assigned to them.
RETIREMENT (CAL PERS)	<p>Information on the CalPERS program, and City of Benicia rates, as well as EPMC and Cost Sharing can be found in a separate document on the City's website at: www.ci.benicia.ca.us under Departments\Administrative Services (HR IT) by selecting the item "CalPERS Retirement."</p> <p>Pursuant to Public Employee's Pension Reform Act (PEPRA) passed by the California Legislature in 2012 (AB340), which became effective January 1, 2013, the benefit formula employees will be enrolled in upon hire is dependent on their status with CalPERS at time of hire, i.e., a new enrollee to the CalPERS system (New) versus current CalPERS member (Classic). In addition, the various CalPERS benefits employees receive for their tenure with the City of Benicia also vary by bargaining group.</p>			
SOCIAL SECURITY	Same for all groups. The City does not participate in social security except for the required Medicare portion (1.45% cost to employee; 1.45% cost to employer)			
DENTAL INSURANCE	<p>Same for all groups. Choice of two dental plans (both with orthodontic coverage); Ameritas and United Healthcare Dental. City will pay up to the family premium for either plan. Dependent children are eligible for coverage in both plans until age 26. Employee Eligibility: 3 months after hire. Premiums can be found on the city website under Departments\Administrative Service (HR IT) by clicking on the link titled, "Health and Other Insurance Rates."</p>			
VISION INSURANCE	<p>Same for all groups. Vision insurance is offered through VSP. The City will pay the family rate premiums for employees and eligible dependents. Dependent children are eligible for coverage until age 26. Employee Eligibility: first of the month following hire date.</p> <p>Premiums can be found on the city website under Departments\Administrative Service (HR IT) by clicking on the link titled, "Health and Other Insurance Rates."</p>			
MEDICAL INSURANCE OPTIONS	<p>Kaiser Medical Insurance. Choice of four (4) co-pay Kaiser plans. Dependent children are eligible for coverage until age 26.</p> <p>Current premiums and available options can be found on the city website under Departments\Administrative Services (HR IT) by clicking on the link titled, "Health and Other Insurance Rates."</p>			
VANTAGE CARE	<p>Police Management employees will sell back annual unused sick leave hours at the following rates (sick leave balance will be reduced by the amount converted to VantageCare):</p> <p>5-10 yrs service = 25% 11-15 yrs = 40% 16-19 yrs = 60% 20-24 yrs = 80% 25+ = 100%</p>	N/A	<p>Employees will contribute unused sick leave into VantageCare in accordance with the following formulas:</p> <p>1-10 years of service: 25% of annual unused sick leave 11-15 yrs: 40% 16-19 yrs: 60% 20-24 yrs: 80% 25+: 100%</p> <p>Vacation Leave: conversion of vacation leave in excess of 200 hours into Vantage Care each year.</p>	N/A

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LIFE INSURANCE	Police Mgmt and Mid-Mgmt: City paid premium on \$30,000 term life. City cost is \$3.75 per month. Local 1 is \$50,000 term life (premium of \$6.25/mo) Effective: first of month following hire date. Employees have the option to purchase additional life insurance, up to \$500,000.			City paid premium on \$100,000 term life. Cost varies but averages approx. \$43/month. City Attorney has a \$200,000 City Manager has a \$300,000 policy.
VACATION ACCRUAL RATES	thru 6 years= 3 weeks (10 hours/mo.) 7-14 yrs = 4 weeks (13.3 hrs/mo) 15-20 yrs = 5 weeks (16.7 hrs/mo) 21+s = 6 weeks (20 hrs/mo)	<ul style="list-style-type: none"> - 0 through 3 years = 2 weeks (6.7 hours/mo.) - 4 through 7 years = 3 weeks (10.0 hours/mo.) - 8 through 15 years = 4 weeks (13.3 hours/mo.) - 16 years and over = 5 weeks (16.7 hours/mo.) Allowed to convert 40 hours of vacation leave to sick leave each year.	<ul style="list-style-type: none"> - 0 through 6 years = 3 weeks (10 hours/mo.) - 7 through 14 years = 4 weeks (13.3 hours/mo.) - 15 through 20 years = 5 weeks (16.7 hours/mo.) - 21 years and over = 6 weeks (20 hours/mo.) 	<ul style="list-style-type: none"> - 0 through 6 years = 3 weeks (10 hours/mo.) - 7 through 14 years = 4 weeks (13.3 hours/mo.) - 15 through 20 years = 5 weeks (16.7 hours/mo.) - 21 years and over = 6 weeks (20 hours/mo.)
SICK LEAVE	Same for all groups. Accrued at the rate of eight (8) hours per month. (City does not participate in any short/long term disability or State Disability programs)			
SICK LEAVE INCENTIVE	Employee contributes unused sick into Vantage Care (See Vantage Care) Section. Upon retirement, city agrees to convert 25% of accrued sick leave (maximum of 173.3 hours) to cash if employee has at least 12 years of service.	City will reimburse an employee after one (1) year of service, 25% of their annually accrued, but unused, sick leave in Dec. of each year.	Employee contributes unused sick into Vantage Care (See Vantage Care) Section	City will reimburse an employee at the following rates: 0 to 10 years of service = 50% 10 to 20 years of service = 75% 20 years or more of service = 100%
BEREAVEMENT LEAVE	Same for all groups: 3 days for in-state arrangements/funerals for immediate family; up to 5 days for out of state.			
PAID INDUSTRIAL ACCIDENT (PIA)	Safety: Benefits in accordance with 4850 (tax free) Non-Safety: Full base salary paid up to one (1) year from date of injury if the claim is approved by State Worker's Comp. (Taxable).			

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ADMINISTRATIVE LEAVE	9 days Administrative Leave per fiscal year. Able to cash out up to 10.75 hours per FY.	9 days Administrative Leave per fiscal year (for FLSA exempt employees). Able to cash out up to 36 hours per FY.	9 days Administrative Leave. Able to cash out up to 36 hours per FY.	16 days Administrative Leave per fiscal year. Able to cash out up to 64 hours per FY.
PERFORMANCE LEAVE	N/A	N/A	Employees eligible to receive up to 24 hours of paid leave per fiscal year in recognition of exemplary performance.	N/A
ON CALL PAY		N/A	Sworn Public Safety employees required to participate in on-call pay receive additional 5% of base pay	N/A
HOLIDAYS	104 hours per year; paid at the rate of 1 & 1/12 days (8.67 hours) of straight time per month.	Twelve (12) holidays	Twelve (12) holidays	Twelve (12) holidays
PERSONAL LEAVE	Two (2) personal leave days per fiscal year. Leave can't be carried over into next fiscal year.	One (1) personal leave day per fiscal year. Leave can't be carried over into next fiscal year.	Two (2) personal leave days per fiscal year. Leave can't be carried over into next fiscal year.	Two (2) personal leave days per fiscal year. Leave can't be carried over into next fiscal year.
EDUCATION REIMBURSEMENT	Employee may receive up to \$620 per any 12-month period towards the cost of books and tuition for job-related courses of study taken during off-duty time.	Employee may receive up to \$1,200 per any 12-month period towards the cost of books and tuition for job-related courses of study taken during off-duty time.	Employee may receive up to \$1,240 per any 12-month period towards the cost of books and tuition for job-related courses of study taken during off-duty time.	Employee may receive up to \$620 per any 12-month period towards the cost of books and tuition for job-related courses of study taken during off-duty time.
PROFESSIONAL ORGANIZATIONS	Employees are encouraged to maintain membership in a minimum of one (1) appropriate professional organization in order to keep informed of current state-of-the art information in their respective professional field. The City will include the cost of these professional membership fees in the respective departmental budgets.	N/A	Employees are encouraged to maintain membership in a minimum of one (1) appropriate professional organization in order to keep informed of current state-of-the art information in their respective professional field. The City will include the cost of these professional membership fees in the respective departmental budgets.	Employees are encouraged to maintain membership in a minimum of one (1) appropriate professional organization in order to keep informed of current state-of-the art information in their respective professional field. The City will include the cost of these professional membership fees in the respective departmental budgets.

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SEVERANCE PAY	N/A	N/A	<p>Severance pay shall be calculated at the rate of two (2) week's pay for each year of service, up to the maximum of fourteen (14) weeks.</p>	<p>Severance pay shall be calculated as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;">Up to 4 years</td> <td style="text-align: center;">9 weeks salary</td> </tr> <tr> <td style="text-align: center;">4 to 5 yrs</td> <td style="text-align: center;">12 weeks</td> </tr> <tr> <td style="text-align: center;">5 years or more</td> <td style="text-align: center;">12 weeks salary PLUS one (1) additional week of base salary for each year of service, up to a maximum of 18 weeks.</td> </tr> </table>	Up to 4 years	9 weeks salary	4 to 5 yrs	12 weeks	5 years or more	12 weeks salary PLUS one (1) additional week of base salary for each year of service, up to a maximum of 18 weeks.
Up to 4 years	9 weeks salary									
4 to 5 yrs	12 weeks									
5 years or more	12 weeks salary PLUS one (1) additional week of base salary for each year of service, up to a maximum of 18 weeks.									
			<p>Entitled to severance pay when discharged from City Service after the successful completion of a one-year probation. These provisions do not apply to any employee discharged for reasons listed in Government Code Section 19572 or to a voluntary resignation.</p>							
UNIFORM ALLOWANCE	\$75.00/month	\$40.00 per month for Public Safety members only	\$50.00 per month for Public Safety members only	Police Chief: \$65.00 per month & Fire Chief \$40.00 per month.						
SALARY INCREASES DURING TERM OF MOU	N/A	N/A	N/A	<p>7/1/16: 1% 1/1/17: 1%</p>						

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