

BENEFIT SUMMARY FOR CITY OF BENICIA BPSEA, BPOA, BFA, AND BDA 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: 11/21/2016

BENEFIT	BPSEA (MISCELLANEOUS)	BPOA (Police Officer's and Sergeants)	BFA (FIRE)	BDA (DISPATCHER'S)
TERM OF CURRENT M.O.U.	June 30, 2017	June 30, 2017	June 30, 2019	June 30, 2017
LONGEVITY PAY	2.5% after completion of <u>each</u> 10 years of service.	N/A	N/A	2.5% after completion of <u>each</u> 10 years of service
DEFERRED COMPENSATION	Voluntary contribution – no City match.	Voluntary contribution – no City match.	Voluntary contribution – no City match.	Voluntary contribution – no City match.
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	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."			
VISION INSURANCE	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. 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."			
MEDICAL INSURANCE OPTIONS	Kaiser Medical Insurance. Choice of four (4) co-pay Kaiser plans. Dependent children are eligible for coverage until age 26. 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."			
MEDICAL INSURANCE ADDITIONAL INFO				<u>Effective 7/1/12</u> , employees will have a monthly pre-tax deduction equivalent to 8.83% of salary and applied towards medical premiums. This amount is in addition to the amount the employee pays above the city cap.

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LIFE INSURANCE	BPOA, BFA, BDA: City paid premium on \$30,000 term life. City cost is approx. \$4.98 per month. BPSEA is \$50,000 term life, city cost of approx. 4.98 per month. City pays the premium for the Basic Life and Basic AD&D amounts. 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" Effective: coverage is effective the first of month following hire date. Employees have the option to purchase additional life insurance, up to \$500,000			
VACATION	0 – 3 years 2 weeks (6.7 hours/month) 4 – 9 years 3 weeks (10 hrs/mo) 10-19 yrs 4 weeks (13.3 hrs/mo) 20+ yrs 5 weeks (16.7 hrs/mo) Can convert 40 hours of vacation to sick leave annually.	0 – 3 years 2 weeks (6.7 hours/month) 4 – 9 years 3 weeks (10 hrs/mo) 10-19 yrs 4 weeks (13.3 hrs/mo) 20+ yrs 5 weeks (16.7 hrs/mo)	Employees assigned to 24-hour shifts receive time off in shifts; 0-4 yrs 7 shifts (15 days) 4-6 yrs 10 shifts (21.4 days) 7-10 yrs 11 shifts (23.6 days) 11-13 yrs 12 shifts (25.7 days) 14+ yrs 13 shifts (27.9 days)	0 – 3 years 2 weeks (6.7 hours/month) 4 – 9 years 3 weeks (10 hrs/mo) 10-19 yrs 4 weeks (13.3 hrs/mo) 20+ yrs 5 weeks (16.7 hrs/mo)
PERSONAL LEAVE	Less than 15 years of service = 1 personal leave day per year More than 15 years of service = 2 personal leave days per year.	1 day per fiscal year.	N/A	1 day per fiscal year.
SICK LEAVE	BPSEA, BPOA, BDA: Accrued at the rate of 8 hours per month. BFA: 1 shift per month (City does not participate in any short/long term disability or State Disability programs)			
SICK LEAVE CONVERSION (RETIREMENT)	N/A	City will convert 25% of accrued sick leave upon retirement (service or disability) to cash, provided he/she has at least 12 years of service, up to a maximum equivalent to one month's salary.	N/A	City will convert 25% of accrued sick leave upon retirement (service or disability) to cash, provided he/she has at least 12 years of service, up to a maximum equivalent to one month's salary.
BEREAVEMENT LEAVE	BPSEA/BPOA/BDA: 3 days for in-state arrangements/funerals for immediate family; up to 5 days for out of state. BFA: up to two consecutive shifts.			
WORKER'S COMPENSATION	Safety Employees (Police & Fire): receive worker's compensation benefits in accordance with 4850. 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.			

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OVERTIME	Pay or Comp Time. Max comp time balance is 40 hours.	FLSA 7k work period Pay or Comp Time. Max comp time balance is 80 hours for most (school resource officers allowed higher cap)	FLSA 7k work period Pay or Comp Time. Max comp time balance is 480 hours.	Pay or Comp Time. Max comp time balance is 60 hours.
HOLIDAYS	12 holidays per year.	Receives holiday pay at rate of 1 & 1/12 days straight time pay per month.		Receives holiday pay at rate of 1 & 1/12 days straight time pay per month. Refer to MOU for additional pay if actually work on a holiday.
EDUCATION REIMBURSEMENT	\$1,000 per fiscal year	N/A (see educational incentive)	N/A (see educational incentive)	\$1,000.00 in any 12-month period
EDUCATION INCENTIVE		BPOA member after 7/1/89: \$70.00/mo for 30 units of police science; 3.5% for Int. POST or AA Degree 5% for Adv POST or BA/BS Degree (BPOA member as of 6/30/89 refer to MOU)	BFA member after 7/1/89: \$70.00/mo for 30 units; \$210/mo for AA \$280/mo for BA/BS Degree (BFA member as of 6/30/89 refer to MOU)	N/A
COURT APPEARANCE	N/A	If court appearance sched for day off is canceled with less than six hours notice, officer shall receive 4 hours of OT		
STANDBY PAY	Weekend, holiday after hours standby will be paid as six (6) hours of straight-time pay for every twenty-four (24) hours of standby time; less than twenty-four (24) hours standby time will be prorated.	Detectives and/or any employee assigned to standby status shall be compensated at the rate of 8 hrs of straight time pay for each week assigned to standby. Refer to MOU for pay if called out.	N/A	\$10.00 per full shift of standby.

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CALL OUT PAY	minimum of three (3) hours pay at time & 1/2. If an employee is called out more than once during a single three (3) hour period, only one (1) call-out shall be authorized.	If employee not assigned to standby is called out, a minimum of four (4) hours at time & ½. If an employee is called out more than once during a single four (4) hour period, only one (1) call-out shall be authorized.	Minimum of two (2) hours pay at time & 1/2.	minimum of three (3) hours pay at time & ½.
ACTING PAY / OUT OF CLASS PAY	1 extra hour of pay at straight time for each whole shift worked. If over 5 days, eligible for 5% acting pay.	5% acting pay after working 5 consecutive work days <u>or</u> after having worked 15 accumulative days in the fiscal year. If assigned to "acting supervisor" for a min of 1 shift, shall receive \$10.00 per shift	5% additional pay. If assigned to the position of Interim Captain for 9 consecutive shifts, receives 7%.	when required to service as supervisor for a minimum of 1 shift, employee shall receive \$10.00 per shift. If required to serve for more than 5 consecutive days, will begin receiving acting pay at rate of 5% above base salary.
ACTING SUPERVISOR / CORPORAL FTO TRAINING PAY	N/A	FTO ONLY (receives 5% only while performing FTO duties with a trainee) Corporal – receives pay for entire month assigned additional 5% to base salary (currently 4 officers assigned).	5% for Preceptor pay	additional 5% to base salary while in capacity and actually performing duties.
CANINE PAY / ADDITIONAL DUTY PAY		Paid 20 minutes per day overtime (currently 2 officers assigned) for those assigned to K-9 unit.		
UNIFORM ALLOWANCE	\$200.00 per year jeans and boot allowance; \$190/year safety boot allowance. (see MOU Appendix A for listing of classifications eligible)	\$75.00 per month	\$75.00 per month (effective 10/1/16)	N/A
SHIFT DIFFERENTIAL	swing shift 2.5% (3pm – 11pm) Graveyard 5% (11pm – 8am) water operators: night shift (7pm): 5%	Those assigned to night shift (6pm – 6am) will receive 2% shift differential.	N/A	swing/relief shift: 5% graveyard: 7% if assigned to a solo graveyard shift, additional \$10.00 per hour when assigned as solo dispatcher.

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WORK SCHEDULE	Varies by dept/position (e.g. 5/8's, 9/80, 12's)	Patrol works a rotating 3/12's Special Assignment normally 4/10's or 4/10.5's	48/96 schedule (FLSA 24 day work period of 182 hours)	Rotating 3/12's.
SALARY INCREASES DURING TERM OF MOU	7/1/16: 1% 1/1/17: 1%	7/1/16: 1% 1/1/17: 1%	10/1/16: 1% 1/1/17: 1%	7/1/16: 1% 1/1/17: 1% (will be applied toward reducing extra health deduction)

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