

BENEFIT SUMMARY FOR CITY OF BENICIA

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 8 Revised: 6/6/11

Benefit	BPSEA (MISCELLANEOUS)	BPOA (Officer's and Sergeants)	BFA (FIRE)	BDA (DISPATCHER'S)	LOCAL I	POLICE MGMT	MID-MGMT	SR MGMT																						
TERM OF CURRENT MOU	7/1/06 – 6/30/2011	7/1/10 – 6/30/12	7/1/10 – 6/30/2012	7/1/10 – 6/30/2012	7/1/10 – 6/30/2012	7/1/10 – 6/30/2012	7/1/10 – 6/30/2012	7/1/10 – 6/30/2012																						
SALARY INCREASES DURING TERM OF MOU	7/1/06 2% COLA 1/1/07 2% COLA 7/1/07 market adjustment 7/1/08 2% COLA 1/1/09 2% COLA 7/1/09 market adjustment 7/1/2010 3% COLA	N/A Increases during prior MOU 7/1/06 2% COLA; 3% market 7/1/07 market adjustment 7/1/08 2% COLA 1/1/09 2% COLA 7/1/09 market adjustment (resulted in 2.9% increase)	N/A Increases during prior MOU 7/1/08 2% COLA 1/1/09 2% COLA 7/1/09 Market	N/A Increases during prior MOU 7/1/06 2% COLA 1/1/07 2% COLA 7/1/07 market adjustment 7/1/08 2% COLA 1/1/09 2% COLA 7/1/09 market adjustment (resulted in 2.9% increase)	N/A Increases during prior MOU 7/1/06 2% COLA 1/1/07 2% COLA 7/1/07 market adjustment 7/1/08 2% COLA 1/1/09 2% COLA 7/1/09 market adjustment (resulted in 2.9% increase)	N/A Increases during prior MOU 7/1/06 2% COLA 1/1/07 2% COLA 7/1/07 market adjustment 7/1/08 2% COLA 1/1/09 2% COLA 7/1/09 market adjustment (resulted in 2.9% increase)	N/A Increases during prior MOU 7/1/06 2% COLA 1/1/07 2% COLA 7/1/07 market adjustment 7/1/08 2% COLA 1/1/09 2% COLA 7/1/09 market adjustment (resulted in 2.9% increase)	N/A Increases during prior MOU 7/1/06 2% COLA 1/1/07 2% COLA 7/1/07 market adjustment 7/1/08 2% COLA 1/1/09 2% COLA 7/1/09 market adjustment (resulted in 2.9% increase)																						
LONGEVITY PAY	2.5% after completion of each 10 years of service.	N/A	N/A	2.5% after completion of each 10 years of service.	2.5% after completion of each 10 years of service.	5% after 20 years of service. 6.25% after 25 years of service.	At the completion of: <table border="1" style="margin-left: auto; margin-right: auto; border-collapse: collapse; text-align: center;"> <thead> <tr> <th>Yrs. Of Service</th> <th>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-left: auto; margin-right: auto; border-collapse: collapse; text-align: center;"> <thead> <tr> <th>Yrs. Of Service</th> <th>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> <small>Note: this benefit does NOT apply to City Manager or City Attorney.</small>	Yrs. Of Service	Amount	Five	1.25%	Ten	2.5%	Fifteen	3.75%	Twenty	5%	Twenty-Five	6.25%
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DEFERRED COMPENSATION (457 / 401A)	Voluntary contribution – no City match.					4% City contribution requiring an additional 1% employee contribution.	4% City contribution requiring an additional 1% employee contribution.	7% City contribution requiring an additional 1% employee contribution. **City Manager and City Attorney receive 9.5% (with 3% employee match)																						
AUTO ALLOWANCE	Mileage reimbursement IAW federal rate for city approved travel. Mileage reimbursement not applicable for positions which have a take home car.																													
SOCIAL SECURITY	Same for all groups. The City does <u>not</u> participate in social security except for the required Medicare portion (1.45% cost to employee; 1.45% cost to employer)																													

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RETIREMENT	<ul style="list-style-type: none"> • 2.7% @ 55 • City pays 7% of the 8% employee rate; employee pays 1% on a tax deferred basis • 1-year final comp period • Credit for Unused Sick Leave • 1959 Survivor Benefit, increased level 3rd tier; • standard 2% COLA 	<p>In process of implementing 2nd tier (3% at 55 for new hires)</p> <p><u>Hired prior to 2011</u></p> <ul style="list-style-type: none"> • 3% @ 50 • Employee pays full 9% rate on a tax deferred basis • 1-year final comp period • Credit for unused Sick Leave • 1959 Survivor Benefit, 4th tier; standard 2% COLA 		<ul style="list-style-type: none"> • 2.7% @ 55 • Employees pay full 8% rate on a tax deferred basis • 1-year final comp period • Credit for Unused Sick Leave • 1959 Survivor Benefit, increased level, 3rd tier; • standard 2% COLA 	<ul style="list-style-type: none"> • 2.7% @ 55 for Misc • 3% @ 50 for Safety • For Misc – EPMC City pays 7% of the 8% employee rate (reported as special comp); employee pays 1% on a tax deferred basis • For Safety –EPMC City pays employee's 9% rate (reported as special comp) • EPMC reported as special comp • 1-year final comp period • Credit for Unused Sick Leave • 1959 Survivor Benefit, increased level, 3rd tier (4th tier for Safety) • standard 2% COLA <p>(Note: for safety employees, in process of implementing 2nd tier (3% at 55 for new hires)</p>																								
PERS RETIREMENT EMPLOYER RATES	<p>PERS EMPLOYER Rate: (7/1/10 to 6/30/11): Non Safety: 11.132% Safety: 20.880%</p> <p>PERS EMPLOYER Rate: (7/1/11 to 6/30/12): Non Safety: 14.722% Safety: 25.821%</p> <p>(see above retirement Section for applicable additional amounts the city may pay towards the employee 8% or 9% rate)</p>																												
MEDICAL INSURANCE	<p>**Effective November 2010, employees in BDA (Dispatch Association) will begin contributing 5.01% of base salary on a pre-tax basis towards health insurance premiums. Effective July 1, 2011 this amount reduces from 5.01% to 3.91%.</p> <p>**Effective November 2010, employees in BPOA (Police Officer Association): city will contribute \$337.59 = Employee only; \$1,019.19 = Employee +1; \$1,471.06 = Family.</p> <p>Choice of two (2) medical plans, Kaiser and Health Net. The City currently contributes an amount equal to the Kaiser rate, plus 50% of the difference between Kaiser and other City selected HMO plan towards employee's medical insurance. Dependent children are eligible for coverage until age 19; eligible until age 24 if enrolled full time in college (9 units). (note: the city contribution rates will change July 2011)</p> <p>Current premiums (effective 7/1/2010 through 6/30/2011):</p> <table style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th style="width: 15%;"></th> <th style="width: 15%; text-align: center;"><u>Employee Only Rate</u></th> <th style="width: 15%; text-align: center;"><u>Cost to Employee</u> (**see above notes)</th> <th style="width: 15%; text-align: center;"><u>Employee + 1 Rate</u></th> <th style="width: 15%; text-align: center;"><u>Cost to Employee</u> (**see above notes)</th> <th style="width: 15%; text-align: center;"><u>Employee + Family</u></th> <th style="width: 15%; text-align: center;"><u>Cost to Employee</u> (**see above notes)</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Kaiser</td> <td style="text-align: right;">\$592.37</td> <td style="text-align: right;">\$ 0.00</td> <td style="text-align: right;">\$1,184.75</td> <td style="text-align: right;">\$ 0.00</td> <td style="text-align: right;">\$1,575.71</td> <td style="text-align: right;">\$ 0.00</td> </tr> <tr> <td style="text-align: center;">Health Net** (see below)</td> <td style="text-align: right;">\$775.65</td> <td style="text-align: right;">\$91.64</td> <td style="text-align: right;">\$1,546.47</td> <td style="text-align: right;">\$180.86</td> <td style="text-align: right;">\$2,059.25</td> <td style="text-align: right;">\$241.77</td> </tr> </tbody> </table> <p>**Note: For Health Net, the City will pay the equivalent to the rate listed above MINUS the amount the employee has to contribute. The actual amounts the City contributes for Health Net is as follows: \$684.01 (EE only); \$1,365.61 (EE+1); \$1,817.48 (family).</p> <p>Employees with dual coverage may decline medical insurance through the City and instead receive reimbursement at the Kaiser Health Plan individual rate (currently \$592.37 per month). Employee Eligibility: first of the month following hire date.</p>									<u>Employee Only Rate</u>	<u>Cost to Employee</u> (**see above notes)	<u>Employee + 1 Rate</u>	<u>Cost to Employee</u> (**see above notes)	<u>Employee + Family</u>	<u>Cost to Employee</u> (**see above notes)	Kaiser	\$592.37	\$ 0.00	\$1,184.75	\$ 0.00	\$1,575.71	\$ 0.00	Health Net** (see below)	\$775.65	\$91.64	\$1,546.47	\$180.86	\$2,059.25	\$241.77
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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 rate for either plan. Dependent children are eligible for coverage in both plans until age 19; eligible until age 24 if enrolled full time in college (9 units) Rates effective 7/1/10 – 6/30/11.</p> <table style="margin-left: auto; margin-right: auto; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;"></th> <th style="text-align: center; border-bottom: 1px solid black;"><u>Employee Only</u></th> <th style="text-align: center; border-bottom: 1px solid black;"><u>Employee + 1</u></th> <th style="text-align: center; border-bottom: 1px solid black;"><u>Family</u></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">United Healthcare Dental</td> <td style="text-align: center;">\$ 43.41</td> <td style="text-align: center;">\$78.26</td> <td style="text-align: center;">\$129.43</td> </tr> <tr> <td style="text-align: center;">Ameritas Dental</td> <td style="text-align: center;">\$53.19</td> <td style="text-align: center;">\$96.46</td> <td style="text-align: center;">\$157.55</td> </tr> </tbody> </table> <p>Employee Eligibility: 3 month waiting period.</p>									<u>Employee Only</u>	<u>Employee + 1</u>	<u>Family</u>	United Healthcare Dental	\$ 43.41	\$78.26	\$129.43	Ameritas Dental	\$53.19	\$96.46	\$157.55
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United Healthcare Dental	\$ 43.41	\$78.26	\$129.43																	
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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 19; eligible until age 24 if enrolled full time in college (9 units)</p> <p>Current Premium: \$22.91 per employee (no matter what the family size) (Rates effective 7/1/10 – 6/30/11)</p> <p>Employee Eligibility: first of the month following hire date.</p>																			
LIFE INSURANCE	City paid premium on \$50,000 term life. City cost is \$11 per month. Effective: first of month following hire date. Employees have the option to purchase additional life insurance, up to \$500,000	City paid premium on \$30,000 term life. City cost is \$7.92 per month. Effective: first of month following hire date. Employees have the option to purchase additional life insurance, up to \$500,000	City paid premium on \$30,000 term life. City cost is \$7.92 per month. Effective: first of month following hire date. Employees have the option to purchase additional life insurance, up to \$500,000	City paid premium on \$30,000 term life. City cost is \$7.92 per month. Effective: first of month following hire date. Employees have the option to purchase additional life insurance, up to \$500,000	City paid premium on \$50,000 term life. City cost is \$11 per month. Effective: first of month following hire date. Employees have the option to purchase additional life insurance, up to \$500,000	City paid premium on \$30,000 term life. City cost is \$7.92 per month. Effective: first of month following hire date. Employees have the option to purchase additional life insurance, up to \$500,000	City paid premium on \$30,000 term life. City cost is \$7.92 per month. 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. City Attorney has a \$200,000 policy. City Manager has a \$300,000 policy.												
VACATION	<p>0 – 3 years 2 weeks (6.7 hours/month)</p> <p>4 – 9 years 3 weeks (10 hrs/mo)</p> <p>10-19 yrs 4 weeks (13.3 hrs/mo)</p> <p>20+ yrs 5 weeks (16.7 hrs/mo)</p>	<p>0 – 3 years 2 weeks (6.7 hours/month)</p> <p>4 – 9 years 3 weeks (10 hrs/mo)</p> <p>10-19 yrs 4 weeks (13.3 hrs/mo)</p> <p>20+ yrs 5 weeks (16.7 hrs/mo)</p>	<p>0-4 yrs 7 shifts (15 days)</p> <p>4-6 yrs 10 shifts (21.4 days)</p> <p>7-10 yrs 11 shifts (23.6 days)</p> <p>11-13 yrs 12 shifts (25.7 days)</p> <p>14+ yrs 13 shifts (27.9 days)</p>	<p>0 – 3 years 2 weeks (6.7 hours/month)</p> <p>4 – 9 years 3 weeks (10 hrs/mo)</p> <p>10-19 yrs 4 weeks (13.3 hrs/mo)</p> <p>20+ yrs 5 weeks (16.7 hrs/mo)</p>	<p>- 0 through 3 years = 2 weeks (6.7 hours/mo.)</p> <p>- 4 through 7 years = 3 weeks (10.0 hours/mo.)</p> <p>- 8 through 15 years = 4 weeks (13.3 hours/mo.)</p> <p>- 16 years and over = 5 weeks (16.7 hours/mo.)</p>	<p>- 0 through 6 years = 3 weeks (10 hours/mo.)</p> <p>- 7 through 14 years = 4 weeks (13.3 hours/mo.)</p> <p>- 15 through 20 years = 5 weeks (16.7 hours/mo.)</p> <p>- 21 years and over = 6 weeks (20 hours/mo.)</p>	<p>- 0 through 6 years = 3 weeks (10 hours/mo.)</p> <p>- 7 through 14 years = 4 weeks (13.3 hours/mo.)</p> <p>- 15 through 20 years = 5 weeks (16.7 hours/mo.)</p> <p>- 21 years and over = 6 weeks (20 hours/mo.)</p>	<p>- 0 through 6 years = 3 weeks (10 hours/mo.)</p> <p>- 7 through 14 years = 4 weeks (13.3 hours/mo.)</p> <p>- 15 through 20 years = 5 weeks (16.7 hours/mo.)</p> <p>- 21 years and over = 6 weeks (20 hours/mo.)</p>												
ANNUAL VACATION CASHOUTS	In December of each year, City will allow employees who have in excess of 320 hours of accrued vacation leave to convert forty (40) hours of vacation leave to sick leave.	N/A	N/A	N/A	N/A	N/A	On December 31 of each year, any vacation balance over 200 shall be invested in the ICMA Vantage Care Retiree Health Savings Program.	On June 30 of each year, any vacation balance over 200 will be converted to cash and issued to employee.												

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PERSONAL LEAVE DAY (USE OR LOSE – NO CASH VALUE)	Less than 15 years of service = 1 personal leave day per year. More than 15 years of service = 2 personal leave days per year. Leave may not be carried over into next fiscal year.	1 day per fiscal year. May not be carried over into next fiscal year.	1 day per fiscal year; may be carried over for a period of 1 year, but not to exceed two work shifts total accumulation.	1 day per fiscal year. May not be carried over into next fiscal year.	1 day per fiscal year. May not be carried over into next fiscal year.	2 days per fiscal year. May not be carried over into next fiscal year.		
SICK LEAVE	Same for most groups. Accrued at the rate of 8 hours per month (for BFA (Fire) - 1 shift per month). Unlimited accrual and credit applied to P.E.R.S. retirement. Employees may also participate in the Sick Leave Bank (refer to Policy #5). Sick leave bank is in lieu of State Disability Insurance. (City does not participate in any short/long term disability or State Disability programs)							
SICK LEAVE INCENTIVE/ CONVERSION (ANNUAL)	See VantageCare Section below. (note: this provision will sunset in 2010)	City will reimburse an employee after 1 year of service, 25% of their annually accrued, but unused, sick leave in November of each year.	N/A	City will reimburse an employee after 1 year of service, 25% of their annually accrued, but unused, sick leave in November of each year. (note: this benefit was suspended for 2010)	City will reimburse an employee after one (1) year of service, 25% of their annually accrued, but unused, sick leave in Nov. of each year.	Employees will contribute unused sick leave into Vantage Care in accordance with the following formulas: 5 - 10 years of service: 25% of annual unused sick leave 11 – 15 years of service: 40% of annual unused sick leave accrual 16 – 19 years of service: 60% of annual unused sick leave accrual 20 – 24 years of service: 80% of annual unused sick leave accrual 25 or more years: 100% of annual unused sick leave accrual	Employees will contribute unused sick leave into Vantage Care in accordance with the following formulas: 1 - 10 years of service: 25% of annual <u>but unused</u> sick leave 11 – 15 years of service: 40% of annual sick leave accrual 16 – 19 years of service: 60% of annual sick leave accrual 20 – 24 years of service: 80% of annual sick leave accrual 25 or more years: 100% of annual sick leave accrual	Permitted to sell back annual sick leave hours at the following rates: 0 to 10 years of service = 50% 10 to 20 years of service = 75% 20 or more years = 100%
SICK LEAVE CONVERSION (UPON RETIREMENT)	Sick leave converted towards PERS service credit.	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 for the incumbent position in effect at time of retirement. Remainder of sick leave converted towards PERS service credit.	Sick leave converted towards PERS service credit.	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 for the incumbent position in effect at time of retirement. Remainder of sick leave converted towards PERS service credit.	Sick leave converted towards PERS service credit.	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. Remaining sick leave converted towards PERS service credit.	Sick leave converted towards PERS service credit.	Upon retirement an employee may cash out 100% of unused sick leave (not to exceed 500 hours). Remaining sick leave converted towards PERS service credit.

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VANTAGECARE (RETIREE HEALTH SAVINGS PLAN)	City will convert 25% of annually accrued, but unused, sick leave in November of each year to VantageCare Plan. Employees with more than 500 hours of sick leave are eligible for higher percentage contributions. (note: this benefit sunsets December 2010 due to IRS changes)	city contributes 2% of employee basic salary into Vantage Care.	N/A	N/A	city contributes 2% of employee basic salary into Vantage Care.		(See Annual Sick Leave Conversion Section and Annual Vacation Cashout Section)	
BEREAVEMENT LEAVE	BFA: up to two consecutive shifts. Other groups: 3 days for in-state arrangements/funerals for immediate family; up to 5 days for out of state							
WORKER'S COMPENSATION	Safety Employees (Police & Fire): receive worker's compensation benefits in accordance with Labor Code 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.							
OVERTIME / ADMIN LEAVE	Pay or Comp Time. Max comp time balance is 40 hours.	FLSA 7k work period Pay or Comp Time. Max comp time balance is 40 hours.	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. Employees may cash out comp time. Requests to cash out must be submitted to Chief by May 30 th of each year, and will be paid in June. (in process of getting FLSA 7b work period)	If not FLSA Exempt = Pay or Comp Time. IF FLSA EXEMPT = 9 days Administrative Leave per fiscal year. Employees may cash out up to 4.5 days per year (note: this cash out provision was suspended for 2011)	9 days Administrative Leave per fiscal year. Employees may cash out up to 4.5 days per year	9 days Administrative Leave per fiscal year. Employees may cash out up to 4.5 days per year	16 days Administrative Leave per fiscal year. Employees may cash out up to 8 days per year.
HOLIDAYS	12.5 holidays (.5 day to be used either on X-mas Eve or New Years Eve; ½ of dept is off each day)	Receives holiday pay at rate of 1 & 1/12 days straight time pay per month.	Receives holiday pay at rate of 1.642% per month. Payments made twice a year (December 15 and June 15)	Receives holiday pay at rate of 1 & 1/12 days straight time pay per month. Employees who actually work on a holiday will receive additional ½ time pay for the hours worked on the holiday.	Receives 12 holidays	Receives holiday pay at rate of 1 & 1/12 days straight time pay per month.	Receives 12 holidays	Receives 12 holidays
PERFORMANCE LEAVE	N/A	N/A	N/A	N/A	N/A	N/A	Employees eligible to receive up to 24 hours of paid time off per fiscal year in recognition of exemplary performance. Benefit is "use or lose" time off and can not be converted into cash.	N/A
EDUCATION REIMBURSEMENT	\$1,000 per fiscal year	Not Applicable	Not Applicable	\$1,000.00 in any 12-month period	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 \$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 \$1,240 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.

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EDUCATIONAL INCENTIVE	N/A	Active members as of 6/30/89; 2.5% added to base salary for 30 units in police science; 7.5% for Int. POST or AA Degree; 10% for Adv POST or BA/BS Degree. Hired into BPOA 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	Active members as of 6/30/89; 2.5% added to base salary for 30 units; 7.5% for BA/BS Degree. Hired into BFA after 7/1/89: \$70.00/mo for 30 units; \$210/mo for AA \$280/mo for BA/BS Degree	N/A	N/A	N/A	N/A	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	N/A	If court appearance sched for day off is canceled with less than six hours notice, officer shall receive 4 hours of OT.	N/A	N/A	N/A	N/A
STANDBY PAY / ON CALL	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. If called out, 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.	N/A	N/A	N/A	N/A	Sworn Public Safety employees required to participate in on-call assignments receive additional 5% of base pay	N/A
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 & 1/2. 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 (4) hours pay at time & 1/2.	N/A	N/A	N/A	N/A
MEAL ALLOWANCE	\$10.00 meal allowance for employees working more than four (4) continuous hours of overtime.	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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 or 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.	5% additional pay.	N/A	N/A	N/A

BENEFIT SUMMARY FOR CITY OF BENICIA

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Benefit	BPSEA (MISCELLANEOUS)	BPOA (Officer's and Sergeants)	BFA (FIRE)	BDA (DISPATCHER'S)	LOCAL I	POLICE MGMT	MID-MGMT	SR MGMT						
ACTING SUPERVISOR FTO TRAINING PAY		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 higher capacity and actually performing duties.	N/A	N/A	N/A	N/a						
ADDITIONAL DUTY PAY CANINE PAY /	Employees holding State Pest Control Advisor certification shall receive acting supervisor pay for each particular shift on which they perform these duties.	Paid 20 minutes per day overtime (currently 2 officers assigned) for those assigned to K-9 unit.	salary for Fire Captain increased by \$75.00 per mo if performing "major program" assignment.	N/A	N/A	N/A	N/A	N/A						
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	\$50.00 per month	\$75.00 per month	\$40.00 per month for safety members (Assistant Fire Marshal classification))	\$75.00 per month	\$50.00 per month for Public Safety members (Fire Division Chiefs and Fire Marshal)	Police and Fire Chief: \$40.00 per month						
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, will receive an additional \$40.00 per each solo 8-hr shift	N/A	N/A	N/A	N/A						
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	48/96 schedule (FLSA 24 day work period of 182 hours)	Varies by dept/position (e.g. 5/8's, 9/80, 12's)	Varies by dept/position (e.g. 5/8's, 9/80's)	Varies by dept/position (e.g. 5/8's, 9/80, 4/10's)	Varies by dept/position (e.g. 5/8's, 9/80's)	Varies by dept/position (e.g. 5/8's, 9/80)						
SEVERANCE PAY	N/a	N/a	N/a	N/a	N/a		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.	Severance pay shall be calculated as follows: <table border="1" style="margin-left: 20px;"> <tr> <td>Up to 4 years</td> <td>9 weeks salary</td> </tr> <tr> <td>4 to 5 yrs</td> <td>12 weeks</td> </tr> <tr> <td>5 years or more</td> <td>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.
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BENEFIT SUMMARY FOR CITY OF BENICIA

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								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.