



Benefit Summary

Benicia Dispatcher's Association - BDA

Updated 3/04/2024

Term of Current MOU	08/01/2021 – 06/30/2024
RETIREMENT (CalPERS) Plan/Benefit*	<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> <p>Information on the CalPERS program, and City of Benicia formulas and rates can be found in a separate document on the City's website at: www.ci.benicia.ca.us under Departments\Human Resources, select link titled Health Rates, Benefit Summaries & CalPERS Retirement; choose the "CalPERS Retirement Rates" document.</p>
SOCIAL SECURITY	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)
MEDICAL INSURANCE*	<p>Kaiser Medical Insurance. Choice of four (4) Kaiser plan options. Dependent children are eligible for coverage until age 26. Premiums, City Contributions, and Employee Contributions for the Kaiser plans can be found on the City's website at: www.ci.benicia.ca.us under Departments\Human Resources, select link titled Health Rates, Benefit Summaries & CalPERS Retirement; choose the Kaiser Rate Sheet applicable to BDA document.</p> <p>Employee Eligibility: first of the month following hire date</p>
IN-LIEU PAYMENT	Employees who are legally permitted to opt-out of health insurance due to having an alternate plan that meets Affordable Care Act requirements with receive an opt out stipend of \$682.00
DENTAL INSURANCE*	<p>Choice of two dental plans (both with orthodontic coverage); Ameritas or United Healthcare Dental. City will pay up to the family rate premium for either plan. Dependent children are eligible for coverage in both plans until age 26.</p> <p>Employee Eligibility: 3 months following hire date.</p>
VISION INSURANCE*	<p>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.</p> <p>Employee Eligibility: first of the month following hire date.</p>
LIFE INSURANCE*	<p>\$30,000 life insurance policy. City pays the premium for the Basic Life and Basic AD&D amounts. Employees also have the option to purchase additional life insurance.</p> <p>Effective: first of month following hire date.</p>
VACATION	<p>1 – 3 years = 2 weeks (6.7 hours/month) 4 – 9 years = 3 weeks (10 hours/month) 10 - 19 years = 4 weeks (13.3 hours/month) 20+ years = 5 weeks (16.7 hours/month)</p>
PERSONAL LEAVE	1 day per fiscal year and 12 hours of personal discretionary leave deposited each July.
HOLIDAYS	Dispatchers receive holiday pay at rate of 1- & 1/12-days straight time pay per month. Refer to MOU for additional pay if the actual work is on a holiday. CSO/Records/Animal Control Officer receive time off for holidays.
SICK LEAVE	Accrued at the rate of 8 hours per month.
SICK LEAVE CONVERSION (RETIREMENT)	City will convert 25% of sick leave balance to cash, upon retirement (service or disability), provided employee has at least 12 years of service.

*Premiums for insurances and retirement can be found on the City's website at www.ci.benicia.ca.us under City Departments \ Human Resources\Health Rates, Benefit Summaries & CalPERS Retirement.

LONGEVITY PAY	Effective 12/21/22: 5 years: 1.5% 10 years: 2.5% 15 years: 5% 20 years: 7.5% 25 years 10% Levels are non-cumulative
UNIFORM	\$80.00 per month for positions of Animal Control Officer and CSO assigned as evidence tech or assigned to patrol. \$40.00 per month for all other bargaining classifications.
WORKER'S COMPENSATION	Full base salary paid up to one (1) year from date of injury if the claim is approved by State Worker's Comp.
BEREAVEMENT LEAVE	Up to 3 days for immediate family members
OVERTIME	Overtime or Comp Time. Max Comp Time balance is 120 hours.
EDUCATION REIMBURSEMENT	\$1,000 per fiscal year towards the cost of books and tuition.
EDUCATIONAL INCENTIVE	POST Intermediate = \$25/month POST Advanced = \$50/month
STANDBY PAY	\$30.00 per day when on-call
CALL OUT PAY	Minimum of four (4) hours pay at 1 & ½ time.
ACTING PAY / OUT OF CLASS PAY	When required to serve as supervisor for a minimum of 1 shift, employees shall receive \$10.00 per shift. If required to serve for more than 5 consecutive days, will begin receiving acting pay at a rate of 5% above base salary.
DISPATCH TRAINING OFFICER (DTO)	Employees assigned as a DTO will receive 5% acting pay during the time they are training a new dispatcher.
SHIFT DIFFERENTIAL	Swing/Relief Shift (3PM-11PM): 5% Graveyard (11PM – 7AM): 7% If assigned to a solo graveyard shift, additional \$15.00/hour when assigned as solo dispatcher.
WORK SCHEDULE	9/80 or 4/10s

This summary provides a brief overview of the City of Benicia's benefits available to the bargaining unit. This is a working document, and if there is a conflict between the information contained in this summary and the official plans/contracts/MOU, the official documents will determine how the plans work and the benefits are paid.

If you have any questions on this benefit summary sheet or any other benefit questions, please call the Human Resources Department:

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