



Benefit Summary

Benicia Firefighters Association - BFA

Updated 7/18/2023

Term of Current MOU	08/1/2021 – 06/30/2026
SALARY INCREASES DURING TERM OF MOU	6/21/24: 3% COLA 6/21/25: 5% COLA
RETIREMENT (CalPERS) PLAN/BENEFITS	<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 BFA MOU 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 premium for either plan. Dependent children are eligible for coverage in both plans until age 26.</p> <p>Employee Eligibility: 3 months after hire date.</p>
VISION INSURANCE*	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.
LIFE INSURANCE*	\$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. Effective: first of month following hire date.
VACATION	<p>Employees assigned to 24-hour shifts receive time off in shifts;</p> <p>0 – 4 years = 7 shifts (15 days) 4 – 6 years = 10 shifts (21.4 days) 7-10 years = 11 shifts (23.6 days) 11-13 years = 12 shifts (25.7 days) 14+ years = 13 shifts (27.9 days)</p>
HOLIDAYS	1.25 % of base wages. Holiday payments made twice per year (12/15 and 6/15)
SICK LEAVE	Accrued at the rate of 1 shift per month. (BFA does not participate in any short/long term disability or State Disability programs)
EDUCATION INCENTIVE	1% = 30 units; 2% = AA Degree; 3% = BA/BS Degree

*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.

WORKER'S COMPENSATION	Worker's Compensation benefits in accordance with 4850.
BEREAVEMENT LEAVE	2 shifts for immediate family members.
OVERTIME	FLSA 7k work period. Pay or Comp Time. Max comp time balance is 480 hours.
CALL OUT PAY	Minimum of two (2) hours pay at time & ½.
ACTING PAY / OUT OF CLASS PAY	5% Additional Pay If assigned to the position of Interim Captain for 9 consecutive shifts, receives 7%.
UNIFORM ALLOWANCE	\$75.00 per month
ACTING SUPERVISOR	5% for Preceptor pay.
WORK SCHEDULE	48/96 schedule (FLSA 24-day work period of 182 hours).

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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