



# Benefit Summary

## Benicia Police Officers Association – BPOA (Officers & Sergeants)

Updated 7/18/2023

<b>TERM OF CURRENT MOU</b>	9/1/21 - 6/30/24
<b>RETIREMENT (CalPERS) PLAN/BENEFITS</b>	<p>Employee payroll deduction for CalPERS is a combination of member rate and cost share of employer rate. Payroll deduction varies between 10.394% to 15.14%</p> <p><u>Member Rate:</u> Employee base contribution is 9% for Classic and 13.75% for PEPRAs*. In addition.</p> <p><u>Cost Share of Employer Rate:</u> in addition to member rate, employees share 1.394% of the employer rate.</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> <p>More 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: <a href="http://www.ci.benicia.ca.us">www.ci.benicia.ca.us</a> under City Departments\Human Resources, select link titled Health Rates, Benefit Summaries &amp; CalPERS Retirement; choose the PERS Rates document.</p>
<b>SOCIAL SECURITY</b>	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).
<b>MEDICAL INSURANCE*</b>	<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: <a href="http://www.ci.benicia.ca.us">www.ci.benicia.ca.us</a> under City Departments\Human Resources, select link titled Health Rates, Benefit Summaries &amp; CalPERS Retirement; choose the Kaiser Rate Sheet applicable to BPOA document.</p> <p><b>Employee Eligibility:</b> first of the month following hire date.</p>
<b>IN-LIEU PAYMENT</b>	Employees who are legally permitted to opt-out of health insurance due to having an alternate plan that meets ACA requirements will receive an opt out stipend of \$366.00 for police officers and \$296.00 for sergeants.
<b>DENTAL INSURANCE*</b>	<p>Choice of two dental plans (both with orthodontic coverage); <b>Ameritas</b> or <b>United Healthcare Dental</b>. City will pay up to the family premium for either plan. Dependent children are eligible for coverage on either plan until age 26.</p> <p><b>Employee Eligibility:</b> 3 months after hire date.</p>
<b>VISION INSURANCE*</b>	<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><b>Employee Eligibility:</b> first of the month following hire date.</p>
<b>LIFE INSURANCE*</b>	<p>\$30,000 life insurance policy. City pays the premium for the Basic Life and Basic AD&amp;D amounts. Employees also have the option to purchase additional life insurance.</p> <p><b>Effective:</b> first of month following hire date.</p>
<b>VACATION</b>	<p>1 - 3 years = 2 weeks (6.7 hours/month)</p> <p>4 - 9 years = 3 weeks (10 hours/month)</p> <p>10 -19 years = 4 weeks (13.3 hours /month)</p> <p>20+ years = 5 weeks (16.7 hours /month)</p>
<b>PERSONAL LEAVE DAY</b>	1 personal leave day per fiscal year. Leave can’t be carried over into next fiscal year.

\*Premiums for insurances and retirement can be found on the City’s website at [www.ci.benicia.ca.us](http://www.ci.benicia.ca.us) under City Departments\Human Resources\Health Rates, Benefit Summaries & CalPERS Retirement.

<b>SICK LEAVE</b>	Accrued at the rate of 8 hours per month. Accumulation of sick leave by all employees shall be unlimited. (BPOA does not participate in any short/long term disability or State Disability programs)
<b>SICK LEAVE CONVERSION</b>	25% of accrued sick leave upon retirement (service or disability) cash, payable to the retiring employee, provided they have at least twelve (12) years' service. In no case shall such payment exceed one month's salary for the incumbent position in effect at the time of retirement. The City agrees to convert 50% of accrued sick leave upon retirement (service or disability) to cash, payable to the retiring employee, provided they have at least twenty (20) years' service. In no case shall such payment exceed two months' salary for the incumbent position in effect at the time of retirement.
<b>LONGEVITY PAY</b>	\$75 per month after completion of 5 years full-time service; 10 years = \$125 per month; 15 years = \$300.00 per month.
<b>HOLIDAYS</b>	Receives holiday pay at a rate of 1 & 1/12 <sup>th</sup> days straight time pay per month (this equates to approx. 5%)
<b>EDUCATION INCENTIVE</b>	<u>Police Officers:</u> - Certificate of Completion in a Police Science Major (30 units): \$70/mo. - Intermediate POST Certificate or AA Degree: \$305/mo. - Advanced POST Certificate or bachelor's degree: \$440/mo. <u>Police Sergeants:</u> - Certificate of Completion in a Police Science Major (30 units): \$70/mo. - Intermediate POST Certificate or AA Degree: \$370/mo. - Advanced POST Certificate or bachelor's degree: \$525/mo.
<b>UNIFORM ALLOWANCE</b>	\$150.00 per month.
<b>SPECIAL ASSIGNMENT PAY</b>	\$250/month for Homeless Outreach Assignment, \$250/month for Motor Officers, \$500/month for SRO Assignments, K-9 Handlers receive an additional 2.33 hrs/week in OT.
<b>WORKER'S COMPENSATION</b>	Receive Worker's Compensation benefits in accordance with 4850.
<b>OVERTIME</b>	FLSA 7k work period. Pay or Comp Time. Max comp time balance is 120 hours for most (school resource officers allowed a higher cap).
<b>COURT APPEARANCE</b>	If court appearance scheduled for day off is cancelled with less than six hours' notice, officer shall receive 3 hours of overtime.
<b>STANDBY PAY / ON CALL</b>	Detectives and/or any employees assigned to standby status shall be compensated at the rate of 8 hours of straight time pay for each week assigned to standby. Refer to MOU for pay if called out.
<b>CALL OUT PAY</b>	If an employee not assigned to standby is called out, a minimum of four (4) hours at time and a half. If an employee is called out more than once during a single four (4) hour period, only one (1) call-out shall be authorized.
<b>ACTING PAY / OUT OF CLASS PAY</b>	5% acting pay after working 5 consecutive workdays or after having worked 15 accumulative days in the fiscal year. If assigned to "acting supervisor" for a minimum of 1 shift, shall receive \$10 per shift.
<b>ACTING SUPERVISOR / CORPORAL/FTO PAY</b>	FTO Only - receives 5% only while performing FTO duties with a trainee. Corporal - receives pay for entire month assigned additional 5% to base salary
<b>WORK SCHEDULE</b>	Patrol works a rotating 3/12s. Special Assignment normally works 4/10s.
<b>SHIFT DIFFERENTIAL</b>	Those assigned to night shift (6pm – 6am) will receive 2% shift differential. Those assigned to the 3pm – 3am shift will receive 2% shift differential.

*This summary provides a brief overview of the City of Benicia's benefits available to the bargaining unit. This is a working document. 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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