



Benefit Summary

Benicia Police Officers Association - BPOA

Updated 7/30/2020

	BPOA – (Police Officers and Sergeants)
TERM OF CURRENT MOU	7/1/19-6/30/21
SALARY INCREASES DURING TERM OF MOU	7/1/2019: 3.5% increase 7/1/2020: 2.5% increase
LONGEVITY PAY	1.5% after completion of 10 years of service. At 15 years, this amount increases to 3%.
HOLIDAYS	Receives holiday pay at a rate of 1 & 1/12 th days straight time pay per month.
EDUCATION INCENTIVE	\$70/month 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).
UNIFORM ALLOWANCE	\$75.00 per month.
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 City Departments\Administrative Services, Human Resources, select link titled Health Rates, Benefit Summaries & CalPERS Retirement; choose the “PERS Rates – FY 20-21” 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 City Departments\Administrative Services, Human Resources, select link titled Health Rates, Benefit Summaries & CalPERS Retirement; choose the Kaiser Rate Sheet applicable to BPOA MOU document (Health Rates – FY 20-21 BPOA)</p> <p>Employee Eligibility: first of the month following hire date.</p>
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 on either plan until age 26.</p> <p>Employee Eligibility: 3 months after hire.</p>
VISION*	<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>0 - 3 years = 2 weeks (6.7 hours/month) 4 - 9 years = 3 weeks (10 hrs/month) 10 -19 years = 4 weeks (13.3 hrs/month) 20+ years = 5 weeks (16.7 hrs/month)</p>

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



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MOU LEAVE	3.33 hours per month for FY 19/20 (40 hours if work the full fiscal year); 20 hours MOU leave in FY 20/21. Cash out of leave in November. See MOU for full details. This provision sunsets 6/30/2021.
PERSONAL LEAVE DAY	1 personal leave day per fiscal year. Leave can't be carried over into next fiscal year.
SICK LEAVE	Accrued at the rate of 8 hours per month. Accumulation of sick leave by all employees shall be unlimited. (City does not participate in any short/long term disability or State Disability programs)
SICK LEAVE CONVERSION	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.
WORKER'S COMPENSATION	Receive Worker's Compensation benefits in accordance with 4850.
OVERTIME	FLSA 7k work period. Pay or Comp Time. Max comp time balance is 80 hours for most (school resource officers allowed higher cap).
COURT APPEARANCE	If court appearance scheduled for day off is cancelled with less than six hours notice, officer shall receive 3 hours of overtime.
STANDBY PAY / ON CALL	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.
CALL OUT PAY	If 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.
ACTING PAY / OUT OF CLASS PAY	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.
ACTING SUPERVISOR / CORPORAL 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).
CANINE PAY / ADDITIONAL DUTY PAY	Paid 20 minutes per day overtime for those assigned to K-9 unit.
WORK SCHEDULE	Patrol works a rotating 3/12s. Special Assignment normally works 4/10s.
SHIFT DIFFERENTIAL	Those assigned to night shift (6pm – 6am) will receive 2% shift differential.

This summary provides a brief overview of the City of Benicia's benefits available to 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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