



# Benefit Summary

## Benicia Public Service Employees Association - BPSEA

Updated 7/18/2023

<b>Term of Current MOU</b>	07/1/2021- 6/30/2024
<b>RETIREMENT (CalPERS) PLAN/BENEFITS</b>	<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: <a href="http://www.ci.benicia.ca.us">www.ci.benicia.ca.us</a> under Departments, Human Resources, select link titled Health Rates, Benefit Summaries &amp; CalPERS Retirement; choose the “CalPERS Retirement 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 Departments, Human Resources, select link titled Health Rates, Benefit Summaries &amp; CalPERS Retirement; choose the Kaiser Rate Sheet applicable to BPSEA MOU.</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 with receive an opt out stipend of \$682.00
<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 in both plans 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>\$50,000 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 the month following hire date.</p>
<b>VACATION</b>	<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>
<b>PERSONAL LEAVE DAY</b>	<p>Less than 15 years of service = 1 personal leave day per fiscal year            More than 15 years of service = 2 personal leave days per fiscal year.</p>
<b>SICK LEAVE</b>	Accrued at the rate of 8 hours per month. Accumulation of sick leave by all employees shall be unlimited. (BPSEA members participate in State Disability. The city does not participate in any short/long term disability)
<b>LONGEVITY PAY</b>	<p>2.5% after completion of 8 years of service.            See MOU for full list of service years.</p>
<b>WORKER’S COMPENSATION</b>	Full base salary paid up to one (1) year from date of injury if the claim is approved by State Worker’s Comp.

\*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>BEREAVEMENT LEAVE</b>	Up to 3 days for immediate family members; up to an additional 2 days for out-of-state funerals.
<b>OVERTIME</b>	Pay or Comp Time. Max comp time balance is 60 hours.
<b>HOLIDAYS</b>	Receives 12 holidays, 1 floating holiday and 2 December Closure Days (see MOU for full details)
<b>EDUCATION REIMBURSEMENT</b>	Employee may receive up to \$1,500 per fiscal year towards the cost of books and tuition for job-related courses of study taken during off-duty time.
<b>STANDBY PAY / ON CALL</b>	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.
<b>CALL OUT PAY</b>	A 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.
<b>ACTING PAY / OUT OF CLASS PAY</b>	1 extra hour of pay at straight time for each whole shift worked. If over 5 days, eligible for 5% acting pay.
<b>UNIFORM ALLOWANCE</b>	\$200.00 per year jeans allowance; \$220/year safety boot allowance. (See MOU Appendix A for listing of classifications eligible)
<b>WORK SCHEDULE</b>	Varies by department/position (e.g., 5/8's, 9/80's, 12's)
<b>SHIFT DIFFERENTIAL</b>	Swing shift (3pm – 11pm): 2.5% Graveyard (11pm – 8am): 5% Water Operators: night shift (7pm): 5%

*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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