



Benefit Summary

Benicia Public Service Employees Association - BPSEA

Updated 7/30/2020

	Benicia Public Service Employees Association - BPSEA (Miscellaneous)
TERM OF CURRENT MOU	07/1/2019-06/30/2021
SALARY INCREASES DURING TERM OF MOU	7/1/2019: 3.5% increase 7/1/2020: 3.5% increase
LONGEVITY PAY	2.5% after completion of each 10 years of service.
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 20-2021 " 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 BPSEA MOU (Health Rates FY 20-21 for BPSEA)</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>\$50,000 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 hours/month) 10 - 19 years = 4 weeks (13.3 hours/month) 20+ years = 5 weeks (16.7 hours/month)</p> <p>Can convert 40 hours of vacation to sick leave annually. (Only for employees reaching 320 cap)</p>
MOU LEAVE	3.33 hours of MOU Leave per month for FY 2019-20. 20 hours of MOU Leave for FY 2020-21 MOU Leave will be credited to an employee leave bank in lump sum each FY. Cash out or use leave by January. See MOU for full details. This provision sunsets 6/30/2021.
PERSONAL LEAVE DAY	<p>Less than 15 years of service = 2 personal leave day per fiscal year (1 is a floating holiday) More than 15 years of service = 3 personal leave days per fiscal year. Leave can't be carried over into next fiscal year.</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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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)
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.
OVERTIME	Pay or Comp Time. Max comp time balance is 40 hours.
HOLIDAYS	Receives 12 holidays, 1 floating holiday and 2 December Closure Days (see MOU for full details).
EDUCATION REIMBURSEMENT	Employee may receive up to \$1,000 per fiscal year towards the cost of books and tuition for job-related courses of study taken during off-duty time.
STANDBY PAY / ON CALL	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.
CALL OUT PAY	A minimum of three (3) hours pay at time and a half. If an employee is called out more than once during a single three (3) hour period, only one (1) call-out shall be authorized.
ACTING PAY / OUT OF CLASS PAY	1 extra hour of pay at straight time for each whole shift worked (Acting Supervisor). If over 5 days, eligible for 5% acting pay.
UNIFORM ALLOWANCE	\$200.00 per year jeans and boot allowance; \$220/year safety boot allowance. (See MOU Appendix A for listing of classifications eligible)
WORK SCHEDULE	Varies by department/position (e.g., 5/8's, 9/80's, 12's), most employees work a 9/80 schedule.
SHIFT DIFFERENTIAL	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 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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