



# Benefit Summary

## Benicia Supervisor Professional Association - BSPA

Updated 5/14/2020

	<b>BSPA (Professional Supervisory and Confidential)</b>
<b>TERM OF CURRENT MOU</b>	7/1/2019 - 06/30/2021
<b>SALARY INCREASES DURING TERM OF MOU</b>	7/1/2019: 3.0% Cost of Living Adjustment (COLA) 7/1/2020: 2.0% COLA
<b>LONGEVITY PAY</b>	2.5% after completion of each 10 years of service.
<b>RETIREMENT (CalPERS)</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 City Departments\Administrative Services, Human Resources, select link titled Health Rates, Benefit Summaries &amp; CalPERS Retirement; choose the "Cal Rates – FY 20-2021" 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\Administrative Services, Human Resources, select link titled Health Rates, Benefit Summaries &amp; CalPERS Retirement; choose the Kaiser Rate Sheet applicable to BSPA MOU (Health Rates FY 20-21 for BSPA)</p> <p><b>Employee Eligibility:</b> first of the month following hire date.</p>
<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.</p>
<b>VISION*</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 month following hire date.</p>
<b>VACATION</b>	<p>0 - 3 years = 2 weeks (6.7 hours/month)            4 - 7 years = 3 weeks (10.0 hours/month)            8 - 15 years = 4 weeks (13.3 hours/month)            16+ years= 5 weeks (16.7 hours/month)</p>
<b>MOU LEAVE</b>	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 of leave in December. See MOU for full details. This provision sunsets 6/30/2021.
<b>PERSONAL LEAVE DAY</b>	One (1) personal leave day per fiscal year. Leave can't be carried over into next fiscal year.
<b>SICK LEAVE</b>	Accrued at the rate of 8 hours per month. Employees may cash out 25% of annual accrued, but unused, sick leave in December of each year. The City allows the unlimited accumulation of sick

\*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\Administrative Services\Human Resources\Health Rates, Benefit Summaries & CalPERS Retirement.



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	leave. (City does not participate in any short/long term disability or State Disability programs).
<b>ADMINISTRATIVE LEAVE</b>	9 days Administrative Leave per fiscal year (for FLSA exempt employees). Able to cash out up to 36 hours per FY. Employees who are not FLSA Exempt will receive overtime pay when eligible.
<b>HOLIDAYS</b>	Receives 12 holidays and 2 December Closure Days (see MOU for full details).
<b>EDUCATION REIMBURSEMENT</b>	Employee may receive up to \$1,200 reimbursement within a 12-month period towards the cost of books and tuition for job-related courses of study taken during off-duty time.
<b>UNIFORM ALLOWANCE</b>	\$40.00 per month for Public Safety Members only. Non-Safety please see MOU for specifics based on classification.

*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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