



Benefit Summary

Benicia Mid Management Group

Updated 7/18/2023

Term of Current MOU	8/1/2021 – 6/30/2024
RETIREMENT (CalPERS) PLAN/BENEFITS	<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 Departments, Human Resources, select link titled Health Rates, Benefit Summaries & CalPERS Retirement; choose the “CalPERS Retirement Rates” 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 Departments, Human Resources, select link titled Health Rates, Benefit Summaries & CalPERS Retirement; choose the Kaiser Rate Sheet applicable to Mid MOU.</p> <p>Employee Eligibility: first of the month following hire date.</p>
IN-LIEU PAYMENT	Employees who are legally permitted to opt-out of health insurance due to having an alternate plan that meets Affordable Care Act requirements with receive an opt out stipend of \$762.00
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 in both plans until age 26.</p> <p>Employee Eligibility: 3 months after hire date.</p>
VISION INSURANCE*	<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>0-6 years = 3 weeks (10 hours/mo.) 7-14 years = 4 weeks (13.3 hrs./mo.) 15-20 years = 5 weeks (16.7 hrs./mo.) 21+ years = 6 weeks (20 hrs./mo.)</p> <p>Safety Employees accrue at the 56-hour week conversion</p>
PERSONAL LEAVE DAY	Two (2) personal leave days per fiscal year. Leave can’t be carried over into next fiscal year.
ADMINISTRATIVE LEAVE	<p>Non-Safety: 10 days (80 hours) Admin. Leave per FY. Able to cash out up to 40 hours per FY. Safety: 112 hours Admin. Leave per FY with cash out up to 56 hours per FY.</p>
PERFORMANCE LEAVE	Employees eligible to receive up to 24 hours of paid leave per fiscal year in recognition of exemplary performance.
SICK LEAVE	<p>Accrued at the rate of 8 hours per month. Safety employees accrue at 12 hours per month. (City does not participate in any short/long term disability or State Disability programs)</p>

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

VANTAGE CARE	<p>Employees will contribute unused sick leave into Vantage Care in accordance with the following formulas:</p> <p>1-10 years of service: 25% of annual accrued, but unused, sick leave. 11-15 yrs. = 40% of annual accrued, but unused, sick leave. 16-19 yrs. = 60% of annual accrued, but unused, sick leave. 20-24 yrs. = 80% of annual accrued, but unused, sick leave. 25+yrs = 100% of annual accrued, but unused, sick leave.</p> <p>Vacation Leave: conversion of vacation leave in excess of 200 hours into Vantage Care each year.</p>
LONGEVITY PAY	<p>2.5% after completion of 5 years of service. See MOU for full list of service years.</p>
ACTING PAY	<p>5% of basic rate when asked to work in the capacity of a higher job class.</p>
DEFERRED COMPENSATION	<p>Non-Safety: 2% City contribution requiring an additional minimum 1% employee contribution. Safety: 2.5% City contribution requiring an additional minimum 1% employee contribution.</p>
UNIFORM ALLOWANCE	<p>\$75.00 per month for Public Safety Members only</p>
BEREAVEMENT LEAVE	<p>Up to 3 days for immediate family members; up to 2 additional days for out-of-state funerals.</p>
HOLIDAYS	<p>Receives 12 holidays and two December Closure Days. FDCs holiday pay is 5% of their base pay.</p>
EDUCATION REIMBURSEMENT	<p>Employees may receive up to \$1,500 reimbursement in a twelve (12) month period towards the cost of books and tuition for job-related courses of study taken during off-duty time.</p>
PROFESSIONAL ORGANIZATIONS	<p>Employees are encouraged to maintain membership in a minimum of one (1) appropriate professional organization to keep informed of current state-of-the art information in their respective professional field. The City will include the cost of these professional membership fees in the respective departmental budgets.</p>
SEVERANCE PAY	<p>Severance pay shall be calculated at the rate of two (2) weeks' pay for each year of service, up to a maximum of fourteen (14) weeks.</p> <p>Entitled to severance pay when discharged from City Service after the successful completion of one-year. These provisions do not apply to any employee discharged for reasons listed in Government Code Section 19572 or to a voluntary resignation.</p>

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