



Benefit Summary

Benicia Mid Management Group

Updated 7/30/2020

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TERM OF CURRENT MOU	10/1/2019 - 6/30/2021
SALARY INCREASES DURING TERM OF MOU	10/1/2019: 3.5% increase 7/1/2020: 3.5% increase
LONGEVITY PAY	2.5% after completion of 10 years of service. 3.75% after completion of 15 years of service. 4.25% after completion of 20 years of service. 6.25% after completion of 25 years of service.
DEFERRED COMPENSATION	Non-Safety: 2% City contribution requiring an additional minimum 1% employee contribution. Safety: 2.5% City contribution requiring an additional minimum 1% employee contribution.
UNIFORM ALLOWANCE	\$75.00 per month for Public Safety Members only.
RETIREMENT (CalPERS)	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. 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.
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*	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 Mid MOU (Health Rates – FY 20-21 MID) Employee Eligibility: first of the month following hire date.
DENTAL INSURANCE*	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. Employee Eligibility: 3 months after hire.
VISION*	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. Employee Eligibility: first of the month following hire date.
LIFE INSURANCE*	\$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. Effective: first of month following hire date.
VANTAGE CARE	Employees will contribute unused sick leave into Vantage Care in accordance with the following formulas: 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. Vacation Leave: conversion of vacation leave in excess of 200 hours into Vantage Care/year. Safety = 56 hr work week

*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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VACATION	<p>Thru 6 years = 3 weeks (10 hours/mo.)</p> <p>7-14 years = 4 weeks (13.3 hrs/mo)</p> <p>15-20 years = 5 weeks (16.7 hrs/mo)</p> <p>21+ years = 6 weeks (20 hrs/mo)</p> <p>Safety Employees accrue at the 56 hour week conversion. 320 hrs. cap convert 40 hours of vacation sick leave.</p>
PERSONAL LEAVE DAY	Two (2) personal leave days per fiscal year. Leave can't be carried over into next fiscal year.
SICK LEAVE	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)
SICK LEAVE INCENTIVE	Employee contributes a portion of unused sick leave into Vantage Care (See Vantage Care Section). Conversion occurs in December of each year.
ADMINISTRATIVE LEAVE	Non-Safety: 10 days (80 hours) Admin. Leave per fiscal year. Able to cash out up to 40 hours per FY. Safety: 112 hours Admin. Leave per year with cash out up to 56 hours per year.
MOU LEAVE	<p>Non-safety: 3.33 hours of "MOU leave" per month for fiscal year 2019-20 (represents 40 hours) and 20 hours of "MOU leave" for fiscal year 2020-21.</p> <p>Safety: 4.66 hours of "MOU leave" per month for fiscal year 2019-20 (represents 56 hours) and 28 hours of "MOU leave" for fiscal year 2020-21. Cashout of leave in November. See MOU for complete details. This provision sunsets 6/30/2021.</p>
PERFORMANCE LEAVE	Employees eligible to receive up to 24 hours of paid leave per fiscal year in recognition of exemplary performance.
ON-CALL PAY	Sworn Public Safety employees required to participate in on-call pay receive additional 5% of base pay.
HOLIDAYS	Receives 12 holidays and two December Closure Days
EDUCATION REIMBURSEMENT	Employee 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.
PROFESSIONAL ORGANIZATIONS	Employees are encouraged to maintain membership in a minimum of one (1) appropriate professional organization in order 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.
SEVERANCE PAY	<p>Severance pay shall be calculated at the rate of two (2) week's pay for each year of service, up to the 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>
UNIFORM ALLOWANCE	Safety members receive \$75.00 per month.

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:

Kim Imboden HR Manager (707)746-4205 kimboden@ci.benicia.ca.us	Shelsie Rishell HR Analyst (707) 746-4342 srishell@ci.benicia.ca.us	Julie Vasquez HR Technician (707) 746-4766 jvasquez@ci.benicia.ca.us	Lauren Greenwald HR Technician (707) 746-4326 lgreenwald@ci.benicia.ca.us
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