



Benefit Summary

Benicia Police Management (Lieutenants & Captains)

Updated 7/18/2023

Term of Current MOU	1/21/2022 -6/30/2024
RETIREMENT (CalPERS)	<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 PDMGT MOU document.</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*	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*	<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>
VANTAGE CARE RETIREE HEALTH SAVINGS ACCOUNT	<p>Police Management employees will sell back annual accrued, but unused, sick leave hours at the following rates (sick leave balance will be reduced by the amount converted to Vantage Care):</p> <p>5-10 years = 25% of annual unused sick leave accrual 11-15 years = 40% of annual unused sick leave accrual 16-19 years = 60% of annual unused sick leave accrual 20-24 years = 80% of annual unused sick leave accrual 25+ years = 100% of annual unused sick leave accrual</p>
VACATION ACCRUAL RATES	<p>0 thru 6 years = 3 weeks (10 hours/mo.) 7-14 years = 4 weeks (13.3 hours/mo.) 15-20 years = 5 weeks (16.7 hours/mo.)</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.

	21+ years = 6 weeks (20 hours/mo.)
SICK LEAVE	Accrued at the rate of 8 hours per month. (City does not participate in any short/long term disability or State Disability programs)
HOLIDAYS	104 hours per year; paid at the rate of 1 & 1/12 days (8.67 hours) of straight time per month.
LONGEVITY PAY	6% after 15 years of service. 7.25% after 20 years of service.
UNIFORM	\$75.00 per month.
BEREAVEMENT LEAVE	Up to 3 days for immediate family members; up to an additional 2 days for out-of-state funerals.
ADMINISTRATIVE LEAVE	9 days Administrative Leave per fiscal year. Able to cash out up to 36 hours, see MOU for full details.
HOLIDAYS	104 hours per year; paid at the rate of 1 & 1/12 days (8.67 hours) of straight time per month.
PERSONAL LEAVE	Two (2) personal leave days per fiscal year. Leave can't be carried over into next fiscal year.
EDUCATION REIMBURSEMENT	Employee may receive up to \$620 per year towards the cost of books and tuition for job-related courses of study taken during off-duty time.
EDUCATIONAL INCENTIVE	Bachelor's Degree = \$500/month, Master's Degree = \$600/month
SPECIAL ASSIGNMENTS	California Mutual Aid Assignment and Mobile Field Force Assignment
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.

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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