



Benefit Summary

Benicia Police Management

Updated 7/30/2020

	16-19 years of service = 60%
VACATION ACCRUAL RATES	Hire date thru 6 years = 3 weeks (10 hours/month) 7-14 years = 4 weeks (13.3 hours/month) 15-20 years = 5 weeks (16.7 hours/month) 21+ years = 6 weeks (20 hours/month)
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)
SICK LEAVE INCENTIVE	Employee contributes unused sick into Vantage Care (See Vantage Care) Section. Upon retirement, City agrees to convert 25% of sick leave balance (maximum of 173.3 hours) to cash if employee has at least 12 years of service.
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.
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. 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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*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.