



# Benefit Summary

## Benicia Senior Management Group

Updated 7/18/2023

<b>Term of Current MOU</b>	07/01/2021 – 6/30/2024
<b>RETIREMENT (CalPERS) PLAN/BENEFITS</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 Departments, Human Resources, select link titled Health Rates, Benefit Summaries &amp; CalPERS Retirement; choose the “CalPERS Retirement Rates” 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 Departments, Human Resources, select link titled Health Rates, Benefit Summaries &amp; CalPERS Retirement; choose the Kaiser Rate Sheet applicable to the Senior Management MOU.</p> <p><b>Employee Eligibility:</b> first of the month following hire date</p>
<b>IN-LIEU PAYMENT</b>	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 \$682.00
<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 in both plans until age 26.</p> <p><b>Employee Eligibility:</b> 3 months after hire date.</p>
<b>VISION INSURANCE*</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>\$100,000 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 - 6 years of service = 3 weeks (10 hours/mo.)            7-14 years of service = 4 weeks (13.3 hrs./mo.)            15-20 years of service = 5 weeks (16.7 hrs./mo.)            21+ years of service = 6 weeks (20 hrs./mo.)            City Manager accrues 13.3 hrs/month</p>
<b>PERSONAL LEAVE DAY</b>	Two (2) personal leave days per fiscal year. Leave can’t be carried over into the next fiscal year.
<b>ADMINISTRATIVE LEAVE</b>	20 days Administrative Leave per fiscal year. Able to cash out up to 72 hours per FY.
<b>SICK LEAVE</b>	<p>Accrued at the rate of 8 hours per month.            (City does not participate in any short/long term disability or State Disability programs)</p>
<b>SICK LEAVE BUY BACK</b>	Can sell back at the following rates: 0-10 years of service = 50%; 10-20 yrs. of service = 75%; 20 years or more of service = 100%.

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

<b>BEREAVEMENT LEAVE</b>	Up to 3 days for immediate family members; up to 2 additional days for out-of-state funerals.
<b>HOLIDAYS</b>	Receives 12 holidays, 2 December closure floating holidays.
<b>LONGEVITY PAY</b>	2.5% after completion of 5 years of service. See MOU for full list of service years.
<b>UNIFORM ALLOWANCE</b>	Police Chief & Fire Chief: \$100.00 per month
<b>DEFERRED COMPENSATION</b>	Non-Safety: 4% City contribution requiring an additional minimum 1% employee contribution. Safety: (Police Chief & Fire Chief) 5.5% City contribution requiring an additional minimum 1% employee contribution.  City Manager receives 4% City contribution into deferred comp account.
<b>EDUCATION REIMBURSEMENT</b>	Employee may receive up to \$620 in a twelve month period towards the cost of books and tuition for job-related courses of study taken during off-duty time.
<b>PROFESSIONAL ORGANIZATIONS</b>	Employees are encouraged to maintain membership in appropriate professional organizations 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.
<b>SEVERANCE PAY</b>	Severance pay shall be calculated as follows: Up to 4 years of service = 9 weeks base salary 4-5 years of service = 12 weeks base salary 5 years or more of service = 12 weeks salary PLUS one (1) additional week of base salary for each year of service, up to a maximum of 18 weeks. Police Chief maximum is 24 weeks.  These provisions do not apply to any employee discharged for reasons listed in Government Code Section 19572 or to a voluntary resignation.

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