



Benefit Summary

Benicia Senior Management Group

Updated 7/30/2020

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TERM OF CURRENT MOU	Effective 9/1/19-6/30/21
SALARY INCREASES DURING TERM OF MOU	9/1/19 3.5% COLA 7/1/20 3.5% COLA
LONGEVITY PAY	1.25% after completion of 5 years of service. 2.5% after completion of 10 years of service. 3.75% after completion of 15 years of service. 5.0% after completion of 20 years of service. 6.25% after completion of 25 years of service.
UNIFORM ALLOWANCE	Police Chief: \$100.00 per month; Fire Chief \$100.00 per month
DEFERRED COMPENSATION	Non-Safety: 4% City contribution requiring an additional minimum 1% employee contribution. Safety: (Police & Fire Chiefs) 5.5% City contribution requiring an additional minimum 1% employee contribution. City Manager receives 4% City contribution into deferred comp account.
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 Service, Human Resources, select link titled Health Rates, Benefit Summaries & CalPERS Retirement; choose the Kaiser Rate Sheet applicable to the Senior Management MOU (Health Rates – FY 20-21 Senior) 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*	\$100,000 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.
VACATION	Thru 6 years of service = 3 weeks (10 hours/month)

*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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	<p>7-14 years of service = 4 weeks (13.3 hrs/month)</p> <p>15-20 years of service = 5 weeks (16.7 hrs/month)</p> <p>21+ years of service = 6 weeks (20 hrs/month)</p> <p>City Manager accrues 13.3 hrs/month)</p>
MOU LEAVE	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. Cashout of leave in November. See MOU for complete details. This provision sunsets 6/30/2021.
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. (City does not participate in any short/long term disability or State Disability programs)
SICK LEAVE INCENTIVE	Employees may request cash out of annual accrued, but unused, sick leave at rates below. Cash out occurs in December. 0-10 years of service = 50%; 10-20 years of service = 75%; 20 years or more of service = 100%
PAID INDUSTRIAL ACCIDENT (PIA)	Full base salary paid up to one (1) year from date of injury if the claim is approved by State Worker’s Comp. (Taxable).
ADMINISTRATIVE LEAVE	16 days Administrative Leave per fiscal year. Able to cash out up to 64 hours per FY.
HOLIDAYS	Receives 12 holidays.
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.
SEVERANCE PAY	<p>Severance pay shall be calculated as follows:</p> <p>Up to 4 years of service = 9 weeks salary</p> <p>4-5 years of service = 12 weeks salary</p> <p>5 years or more of service = 12 weeks salary PLUS one (1) additional week of base salary for each year of services, up to a maximum of 18 weeks</p> <p>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. 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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