

CITY OF VALLEJO

Summary of Benefits

International Association Of Firefighters (IAFF) Employees

| BENEFIT | PROVISION | WHEN ELIGIBLE | WHO ELIGIBLE | COST TO EMPLOYEE |
|--|--|--|---|---|
| RETIREMENT – Classic Employees | PERS: 3% at 50 formula 1959 Survivor Benefit, last Highest year Compensation, Survivor Continuance, Credit for unused sick leave Social Security: Mandatory Medicare only, 1.45% of salary for employees hired after 4/1/86. | Accrue upon hire. Service Retirement: 5 yrs and age 50 | Employee | 13.4% of reportable compensation, EE pays full 9% EE share and 4.4% of Employer cost. Compensation: base salary, uniform allowance, ed. incentive holiday pay, acting pay |
| | 2% @ 50 formula (Classic) New Hires as of 11/19/2012 Formula will increase to 2.7% at age 55 | 5 yrs. and age 50 | Employee | 9% of salary |
| AB340 created new pension formulas for employees hired after January 1, 2013 that are new members of CalPERS. “New” is defined as 1) never having been a member of CalPERS OR 2) having been out of the system for six months or more. | | | | |
| | 2.7% @ 57 formula (PEPRA) | 5 yrs and age 50 | Employee | 11.5% of Salary – Uniform Allowance non- reportable |
| HOLIDAYS | Suppression receives 6.5 (24 hr) shifts in lieu of 13.5 holidays. Accrue holiday leave at time and one-half rate 6.01 hours biweekly. May elect to take pay at straight time. | Accrue upon hire | Employee | -0- |
| VACATION | | May take paid leave after 6 months | | |
| | 6 shifts per yr. (5.54 biweekly) | less than 5 years of service | Employee | -0- |
| | 9 shifts per yr (8.31 biweekly) | more than 5 less than 13 yrs. | Employee | -0- |
| | 12 shifts per yr.(11.08 biweekly) |)more than 13 less than 24 yr | Employee | -0- |
| | 13 shifts per yr (12.0 biweekly) | 24+ years of service | Employee | -0- |
| | note: based on 24 hour shifts | | | |
| | May carry up to 3 years balance | | | |
| SICK LEAVE | Suppression 8.31 Hrs biweekly and 40 hr Personnel 5.90 biweekly | May take paid leave after 6 months | Employee | -0- |
| HEALTH INSURANCE | PERS Hospital and Medical Many different plans avail. | First day of the month after within 60 days of hire. | Employee, spouse, and 26. Domestic Partner and dependent children included. | Premium is for employee and family. Employee pays any specific plan deductibles or co-payments. |
| The City pays \$300 and the difference between \$300 and maximum of 75% of the Kaiser Bay Area rate is paid through a Section 125 cafeteria/Flexible Benefits Health and Welfare Plan. | | | | |

NOTE: This is a summary of benefits extracted from the City-IAFF Agreement March 25, 2010-June 30, 2012

updated 01-19-2017

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| MEDICAL FLEX BENEFIT | An employee may waive City health care coverage upon verification of coverage from another source. An employee who waives coverage shall receive \$250 per month in a cash payment. | Upon Hire | Employee | -0- |
| DENTAL INSURANCE | Delta Dental Plan of California Group 2366-7, \$2,000 annual max., first dental visit responsible for \$50.00 deductible for each enrolled member. Delta pays 70% of covered benefits the first year. Orthodontic benefits for employee & dependents, \$2,000 lifetime maximum. | First day of the month after 6 months (1 st of the 7 th mo) | Employee, spouse, and dependent children until 19 or 23 if full-time student Domestic Partner and Children included. | City pays entire monthly premium for employee and dependents. See benefit booklet for co-payments. |
| WORKERS COMPENSATION | "4850" leave for on-the-job injury or illness. Up to one year salary and benefits. | Upon hire | Employee | City pays full cost. |
| LONG TERM DISABILITY INSURANCE | 60 day waiting period. 75% of mo. salary. Maximum monthly benefit \$7,360 (Union Policy) | First day of month after hire. | Employee | City pays full premium. |
| VISION PLAN | Vision Service Plan, exam lenses and frames every 12 months, if needed. | First day of the month after hire. | Employee, spouse, dependent children under age 23 Domestic Partner and Children Included. | City pays full premium. |
| LIFE INSURANCE | Lincoln National \$40,000 Life/\$40,000 AD&D | After 31 days | Employee | City pays full cost. |
| EMPLOYEE ASSISTANCE PROGRAM | 8 visits per year for employee and each eligible family member. Counseling and referral service. | Upon hire | Employee, spouse, dependent children. Domestic Partner and children included. | City pays full cost. |
| DEFERRED COMPENSATION | IRS 457, 3 different carriers available | Upon hire | Employee | Elective Benefit 100% employee contribution. |
| The City offers an optional deferred compensation program. The 2017 max annual contribution for 457 Deferred Compensation Program is \$18,000. For those employees who want to use the Normal Catch-Up (3 year) provision the max for 2017 is \$36,000 and the Age 50 Catch-Provision the max for 2017 is \$24,000. | | | | |
| BEREAVEMENT LEAVE | Up to 3 days | Upon hire | Employee | -0- |
| UNIFORM ALLOWANCE | \$720.00 Annually (paid qtrly \$180.00) | December of first year of employment | Employee | -0- |

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