

CITY OF VALLEJO

Summary of Benefits as of January 1, 2016

International Brotherhood Of Electrical Workers (IBEW) Employees

BENEFIT	PROVISION	WHEN ELIGIBLE	WHO ELIGIBLE	COST TO EMPLOYEE
RETIREMENT – Classic Employees	PERS: 2.7% at 55 formula Social Security: Full benefits 7.65% of salary	Accrue upon hire. Service Retirement: 5 yrs and age 50	Employee	8%+1% of Employer share=9% of reportable compensation Compensation: based salary, uniform allowance, holiday pay, acting pay
	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% @ 62 formula (PEPRA) With a highest benefit factor of 2.5% at age 67.	5 yrs and age 52	Employee	6.25% of Salary –uniform allowance non-reportable.
HOLIDAYS	Receive 13 paid holidays per year (including 2 floating holidays prorated and use or lose it)	Accrue upon hire	Employee	-0-
VACATION		May take paid leave after 6 months		
	80 hours (10 working days)	0-4.99 years of service	Employee	-0-
	120 hours (15 working days)	5-10.99 years of service	Employee	-0-
	160 hours (20 working days)	11-20.99 years of service	Employee	-0-
	200 hours (25 working days)	21 or more years of service	Employee	-0-
	May carry up to 3 years balance			
SICK LEAVE	12 days of 8 hours per year	May take paid leave upon accrual	Employee	-0-
HEALTH INSURANCE	PERS Hospital and Medical Care Act (Administrator), many different plans avail.	First day of the month after hire (earliest). Must enroll within 60 days of hire.	Employee, spouse, and dependent children under age 26. Domestic Partner and dependent children included.	See cost below Premium is for employee and family. Employee pays any specific plan deductibles or co-payments.
<b>The City pays the difference between the PEMHCA minimum and maximum of 75% of the Kaiser Bay Area rate is paid through a Section 125 cafeteria/Flexible Benefits Health and Welfare Plan.</b>				
MEDICAL FLEX BENEFIT	Employee may waive City health care coverage upon verification of coverage from another source. An employee who waives coverage shall receive \$250.00 per month in a cash payment.	Upon Hire	Employee	-0-
DENTAL INSURANCE	Delta Dental Plan of California Group 2366-8, \$2,000 annual max., first dental visit responsible for \$50.00 deductible	First day of the month after 6 months (1 <sup>st</sup> of the 7 <sup>th</sup> mo)	Employee, spouse, and dependent children under age 23. Domestic Partner and children included	City pays entire monthly premium for employee and dependents. See

NOTE: This is a summary of benefits extracted from the City IBEW Agreement dated January 1, 2016 – June 30, 2018 updated 01-19-2017

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	for each enrolled member. Delta pays 70% of covered benefits the first year. Orthodontic benefits 50% coverage with \$2,000 lifetime max. for all employees and eligible dependents. <sup>1</sup>			benefit booklet for employee co-payment.
<b>WORKERS COMPENSATION</b>	Up to 90 working days full salary and benefits, temporary disability afterwards.	Upon hire	Employee	City pays full cost.
<b>LONG TERM DISABILITY</b>	60 day waiting period. 60% of monthly salary max. monthly benefit \$5,500. <sup>1</sup>	First day of month after six months of employment	Employee	City pays full premium.
<b>STATE DISABILITY INSURANCE</b>	Administered by EDD		Employee	100% Employee paid through payroll deductions
<b>VISION PLAN</b>	Vision Service Plan, exam every 12 months, lenses and frames every 12 months, if needed. <sup>1</sup>	First day of the month after hire.	Employee, spouse, dependent children under age 23 Domestic Partner and children included.	City pays full premium.
<b>LIFE INSURANCE</b>	Lincoln National \$40,000 Life/\$40,000 AD&D	After 31 days	Employee	City pays full premium.
<b>EMPLOYEE ASSISTANCE PROGRAM</b>	5 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 premium.
<b>DEFERRED COMPENSATION</b>	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.				
<b>BEREAVEMENT LEAVE</b>	Up to 3 days	Upon hire	Employee	-0-
<b>UNIFORM ALLOWANCE</b>	IBEW Uniform Allowance applies only to Police Assistants, Senior Police Assistants, Communications Operators, Communications Supervisors, Police Clerks, Weed Abatement Inspectors, Fire Prevention Inspectors and Police Records Supervisor required to wear a uniform by the City shall be eligible to receive up to <b>\$720.00 per FY</b> .			
<b>TOOL ALLOWANCE</b>	Voucher System, Equipment Mechanic II - <b>\$713.12/annually</b> ; Equipment Mechanic I, Utility Mechanic, Electrician and Traffic and Lighting Technician I/II - <b>\$356.58/annually</b>			

<sup>1</sup> No specifics in MOU, plan similar to that in effect on June 30, 2013.

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