

CITY OF VALLEJO

Summary of Benefits as of July 1, 2015

Unrepresented 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
<p>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.</p>				
	2% @ 62 formula (PEPRA) Formula will increase to 2.5% at age 67	5 yrs and age 52	Employee	6.25% of Salary
Police Safety	3% @ 50 formula (Classic) 2.7% @ 57 formula (PEPRA)	5 yrs. and age 50 5 yrs. and age 50	Employee Employee	9% of Salary 11.5% of Salary
Fire Safety	2% @ 50 formula (Classic) Formula will Increase to 2.7% at age 55	5 yrs. and age 50 2.7% @ 57 formula (PEPRA)	Employee 5 yrs. and age 50	9% of Salary Employee 11.5% of Salary
HOLIDAYS	Receive 11 paid holidays per year	Accrue upon hire	Employee	-0-
VACATION		May take paid leave upon accrual		
	10 working days	0-3 years service	Employee	-0-
	15 working days	3-9 years service	Employee	-0-
	20 working days	9-15 years service	Employee	-0-
	25 working days	15+ years service	Employee	-0-
<p>Current employees shall be eligible to accumulate up to 4 years. Employees hired on or after January 1, 2010 may Accumulate up to 3 years.</p>				
VACATION PAYOUT	<p>An employee who is laid off, resigns, retires or is otherwise separated from service, shall receive vacation pay for all of their accrued vacation upon separation from employment. The amount of payment for all unused vacation shall be calculated based on the employee’s base hourly rate of pay in effect on the employee’s last day of employment.</p>			
SICK LEAVE	1 day for each full month of employment (8 hour day)	May take paid leave upon accrual	Employee	-0-
<p>Employees may accumulate up to 3 years (288 hours).</p>				
SICK LEAVE PAYOUT	<p>Employees who retire from service with Pre-2009 hours, may cash-out up to 50% of balance. Remainder may be used to Purchase PERS service credit. The amount shall be calculated based on the employee’s base hourly rate of pay in effect on the employees last day of employment. Any sick leave accrued after January 1, 2010 shall have no cash value and may only be used to purchase PERS service credit.</p>			
HEALTH INSURANCE	PERS Hospital and Medical Care Act (Administrator), Employee selects one of many different plans available.	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 Children included	See Cost below Employee pays any specific plan deductibles or co-payments.
<p>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.</p>				

Benefits based on Resolution No. 09-317 approved by Council December 15, 2009

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BENEFIT	PROVISION	WHEN ELIGIBLE	WHO ELIGIBLE	COST TO EMPLOYEE
MEDICAL FLEX BENEFIT	Employee eligible for \$250 a month in lieu of City paid medical insurance if employee has other medical insurance.	Upon hire	Employee	-0-
GENERAL FLEX BENEFIT	120 hours x employees hourly rate per fiscal year to be taken in cash.	Upon hire	Employee	-0-
Employees who are hired, promoted or leave a position covered by the Exempt Resolution during a fiscal year shall have the Benefit prorated according to the period of time actually worked in an eligible position.				
DENTAL INSURANCE	Delta Dental Plan of California Group 2366-9, \$2,000 annual Max., first dental visit Responsible for \$50 deductible For each enrolled member. Delta pays 70% of covered Benefits the first year. Orthodontic benefits for Adults and dependent children \$2,000 lifetime maximum.	First day of the month after date of hire	Employee, spouse and dependent children under age 23. Domestic Partner and children included.	City pays 75% of premium 25% EE responsibility. See benefit booklet for Co-payment.
WORKERS COMPENSATION	Up to 90 working days full salary and benefits, temporary disability afterwards.	Upon hire	Employee	City pays full cost.
VISION PLAN	Vision Service Plan, exam every 12 months, 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 75% of premium. EE responsibility is 25%.
EMPLOYEE ASSISTANCE PROGRAM	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.
DEFERRED COMPENSATION	IRS 457, 3 different carriers available 401A Plan Also 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 Sick Leave	Upon hire	Employee	-0-
UNIFORMS	The City Shall replace dress uniforms for the Fire Chief and Police Chief once every two (2) years. The City shall replace Daily uniforms for the Fire Chief and Police Chief as needed.			

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