

CITY OF VALLEJO

Summary of Benefits as of July 1, 2016

Vallejo Police Officers Association (VPOA) 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	9% of reportable compensation, Employee pays full 9%. Compensation: base salary, uniform allowance, ed. incentive holiday pay, acting pay
	2.7% @ 57 formula (PEPRA)	5 yrs and age 50	Employee	11.5% of Salary – Uniform Allowance non-reportable
HOLIDAYS	13 days annual leave in lieu of 13 holidays Employee may elect to buy-back up to 50 hours/year.	Accrue upon hire	Employee	-0-
VACATION		May take paid leave after 6 months		
	10 working days	0-4 years of service	Employee	-0-
	15 working days	more than 4 through 12	Employee	-0-
	20 working days	more than 12 through 20	Employee	-0-
	24 working days	more than 20 through 26	Employee	-0-
	28 working days	more than 26	Employee	-0-
	4 year maximum accrual – Employees hired before February 1, 2009 3 year maximum accrual – Employees hired after February 1, 2009			
SICK LEAVE	10 hours for each Full month of employment Up to 120 hours in a 12 month period.	May take paid leave immediately	Employee	-0-
	15 hour accrual for employees hired on or after Feb 1, 2009 received 15 hour accrual through December 31, 2013. Employees hired prior to February 1, 2009 who elected the 15 hour accrual will continue to receive 15 hour accrual. If accruing at the higher level, the employee will not have a cash out option at the time of separation. They may convert entire sick leave balance to CalPERS service credit. Those employees hired prior to February 1, 2009 with remaining hours in the 10 hour accrual bank or if the 15 hour accrual was not elected will have a cash option of 50% of bank.			
HEALTH INSURANCE	PERS Hospital and Medical Care Act (Administrator), 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 dependent children included.	See cost below Premium is for employee and family. Employee pays any specific plan
	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 based upon City of Vallejo terms Implemented on December 16, 2013.

updated 01-19-2017

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MEDICAL FLEX BENEFIT	Employees who have health insurance may waive the health insurance coverage offered by the City. Proof is required by the City. Medical Flex payment \$250.00 per Month	Upon Hire	Employee	-0-
DENTAL INSURANCE	Delta Dental Plan of California Group 2366-6, \$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 EE and eligible dependents, 50% coverage with \$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-payment
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.
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 cost.
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	Remain at \$1,142.00 Annually for FY 2013/2014 Paid on first regular payday of December	Dec. of first year of employment	Employee	-0-

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