

CITY OF VALLEJO BENEFIT COSTS

City Maximum Monthly Contributions

	AD&D	Dental	EAP	Health	Life	LTD	Retiree Health	Vision	401a
<b>City Council</b>	n/a	\$104.75	\$4.95	EE - \$610.23 EE +1 - \$1220.46 EE +2> - \$1586.60 Waive Med - \$250	n/a	n/a	n/a	EE - \$7.90 EE +> - \$17.23	n/a
<b>Confidential , Administrative, Management &amp; Professional Employees Association (CAMP)</b>	.025/1000 to \$40,000 benefit	\$130.92	\$4.95	EE - \$610.23 EE +1 - \$1220.46 EE +2> - \$1586.60 Waive Med - \$250	.127/1000 to \$40,000 benefit	.246/100 to \$5,500 benefit	1.5% Salary to RHS	EE - \$10.53 EE +> - \$22.97	n/a
<b>International Association of Fire Fighters (IAFF)</b>	.025/1000 to \$40,000 benefit	\$157.33	\$4.95	EE - \$610.23 EE +1 - \$1220.46 EE +2> - \$1586.60 Waive Med - \$250	.127/1000 to \$40,000 benefit	\$29.50/mo Union Plan	Up to \$300/mo	EE - \$13.10 EE +> - \$25.54	n/a
<b>International Brotherhood of Electrical Workers (IBEW)</b>	.025/1000 to \$40,000 benefit	\$126.92	\$4.95	EE - \$610.23 EE +1 - \$1220.46 EE +2> - \$1586.60 Waive Med - \$250	.127/1000 to \$40,000 benefit	.246/100 to \$5,500 benefit	1.5% Salary to RHS	EE - \$13.10 EE +> - \$25.54	n/a
<b>Vallejo Police Officers Association (VPOA)</b>	.025/1000 to \$40,000 benefit	\$133.25	\$4.95	EE - \$610.23 EE +1 - \$1220.46 EE +2> - \$1586.60 Waive Med - \$250	.127/1000 to \$40,000 benefit	n/a	Up to \$300/mo	EE - \$13.10 EE +> - \$25.54	n/a
<b>Unrepresented Executive Management</b>	.025/1000 2x ann up to \$250,000 benefit	\$139.67	\$4.95	EE - \$610.23 EE +1 - \$1220.46 EE +2> - \$1586.60 Waive Med - \$250	.127/1000 2x ann up to \$250,000 benefit	.246/100 to \$10,000 benefit	Up to \$300/mo	EE - \$10.53 EE +> - \$22.97	1% salary match w/457
<b>City Attorney</b>	.025/1000 2x ann up to \$250,000 benefit	\$139.67	\$4.95	EE - \$610.23 EE +1 - \$1220.46 EE +2> - \$1586.60 Waive Med - \$250	.127/1000 2x ann up to \$500,000 benefit	.246/100 to \$10,000 benefit	Up to \$300/mo	EE - \$10.53 EE +> - \$22.97	1% salary match w/457
<b>City Manager</b>	.025/1000 2x ann up to \$500,000 benefit	\$139.67	\$4.95	EE - \$610.23 EE +1 - \$1220.46 EE +2> - \$1586.60 Waive Med - \$250	.127/1000 2x ann up to \$500,000 benefit	.246/100 to \$10,000 benefit	Up to \$300/mo	EE - \$10.53 EE +> - \$22.97	1% salary match w/457

Note: The City's contribution toward health premium is a maximum of 75% of the PERS Health Kaiser premium rates for the Vallejo area. The maximum payment is made with a direct payment to PERS and via a contribution through a flex plan. Employees pay the remainder through a pre-tax payroll deduction.

Note: Retiree Health stated here is a description for new hires. Some current employees have different benefit contributions based on earlier hire dates.

CITY OF VALLEJO BENEFIT COSTS

**Public Employees' Retirement (PERS)/Social Security/Medicare)**

	PERS Employee	PERS Cost Share	PERS Employer	Social Security EE	Social Security ER	Medicare EE	Medicare ER
<b>City Council</b>	Classic - 8% PEPR - 7%	Classic - 1% PEPR - 0%	Classic - 10.535% EPMC 9% PEPR - 11.535%	6.20%	6.20%	1.45%	1.45%
<b>Confidential , Administrative, Management &amp; Professional</b>	Classic - 8% PEPR - 7%	Classic - 1% PEPR - 0%	Classic - 10.535% PEPR - 11.535%	6.20%	6.20%	1.45%	1.45%
<b>International Association of Fire Fighters (IAFF)</b>	Classic Tier 1 - 9% Classic Tier 2 - 9% PEPR - 13.25%	Classic Tier 1 - 4.4% Classic Tier 2 - 0% PEPR - 0%	Classic Tier 1 - 18.184% Classic Tier 2 - 22.584% PEPR - 22.584%	n/a	n/a	1.45%	1.45%
<b>International Brotherhood of Electrical Workers (IBEW)</b>	Classic - 8% PEPR - 7%	Classic - 1% PEPR - 0%	Classic - 10.535% PEPR - 11.535%	6.20%	6.20%	1.45%	1.45%
<b>Vallejo Police Officers Association (VPOA)</b>	Classic - 9% PEPR - 13.25%	N/a	Classic - 22.584% PEPR - 22.584%	n/a	n/a	1.45%	1.45%
<b>Unrepresented Executive Management (Miscellaneous)</b>	Classic - 8% PEPR - 7%	Classic - 1% PEPR - 0%	Classic - 10.535% PEPR - 11.535%	Misc. 6.2% Safety n/a	Misc. 6.2% Safety n/a	1.45%	1.45%
<b>Unrepresented Executive Management (Safety/Sworn)</b>	Follows VPOA or IAFF	Follows VPOA or IAFF	Follows VPOA or IAFF	n/a	n/a	1.45%	1.45%
<b>City Attorney</b>	Classic - 8% PEPR - 7%	Classic - 1% PEPR - 0%	Classic - 10.535% PEPR - 11.535%	Misc. 6.2%	Misc. 6.2%	1.45%	1.45%
<b>City Manager</b>	Classic - 8% PEPR - 7%	Classic - 1% PEPR - 0%	Classic - 10.535% PEPR - 11.535%	Misc. 6.2%	Misc. 6.2%	1.45%	1.45%

Note: Membership in PERS is optional for City Councilmembers