

CITY OF VALLEJO

Summary of Benefits as of July 2023

International Brotherhood of Electrical Workers (IBEW) Employees

BENEFIT	PROVISION	WHEN ELIGIBLE	WHO IS ELIGIBLE	COST TO EMPLOYEE
RETIREMENT				
AB340 created new pension formulas for employees hired after January 1, 2013 that are new members of CalPERS. "New", PEPRA, is defined as 1) never having been a member of CalPERS OR 2) having been out of the system for six months or more.				
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
PEPRA Employees	2% @ 62 formula (PEPRA) Social Security. Full benefits	5 yrs and age 52	Employee	7.75% of Salary
ALL Employees	Social Security – Full Benefits		Employee	7.65% of Salary
HOLIDAYS				
	Receive 12 paid holidays per year + 2 floating holidays, prorated at hire, (use or lose it basis)	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 a balance of up to 3 years' accruals			
SICK LEAVE				
	12 days of 8 hours per year	May take paid leave upon Accrual	Employee	-0-
	Annual option to convert partial balance to vacation as outlined in the MOU. Option to convert unused sick to CalPERS service credit upon retirement from the City of Vallejo.			
HEALTH INSURANCE				
	PERS Hospital and Medical Care Act (Administrator), Employee selects one of 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, as defined By the state, and children included.	See Cost below Employee pays any specific plan deductibles or co-payments.
	The City pays the difference between the PEMHCA minimum and maximum of 75% of the Kaiser Region 1 rate is paid through a Section 125 cafeteria/Flexible Benefits Health and Welfare Plan. Employee pays the difference between the City contribution and full premium for the plan selected.			
MEDICAL FLEX BENEFIT				
	Employee eligible for \$250 a month in lieu of City paid medical insurance if employee has other medical insurance.	First of the month after date of hire	Employee	-0-
DENTAL INSURANCE				
	Delta Dental Plan of California Group 2366. Delta pays 70% of covered Benefits in 1 st yr, with conditional increase to 100%. Orthodontic benefit.	First day of the month after 6 months (1 st of the 7 th mo)	Employee, spouse, and dependent children under age 23. Domestic Partner and children included	City paid premium

NOTE: This is a summary of benefits extracted from the City IBEW Agreement dated July 2021-June 2024

Revised July 2023

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WORKERS COMPENSATION	Up to 90 working days full salary and benefits, temporary disability after 90 days.	Upon hire	Employee	City paid premium
LONG TERM DISABILITY	60 day waiting period. 60% of monthly salary. Max. monthly benefit \$5,500.	First day of month after six months of employment	Employee	City paid premium
STATE DISABILITY INSURANCE		Administered by EDD	Employee	100% Employee paid through payroll deductions
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 paid premium
LIFE INSURANCE	\$40,000 Life/\$40,000 AD&D	After 31 days	Employee	City paid premium
VOLUNTARY LIFE	The City offers an optional supplementary life and AD&D insurance program.			Elective Benefit, 100% Employee paid
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 paid premium
DEFERRED COMPENSATION	IRS 457 plan	Upon hire	Employee	Elective Benefit 100% employee paid
The City offers an optional deferred compensation program with annual contribution limits set by IRS.				
FLEXIBLE SPENDING ARRANGEMENT	City makes a plan available for Employee pre-tax contributions for med, dependent and commuter/transit expense	Upon hire	Employee	Elective Benefit 100% employee paid contribution.
The City offers an optional plan for employee pretax contributions toward health, dependent, or commuter/transit. Annual maximums determined by IRS.				
RETIREMENT HEALTH SAVINGS PROGRAM	City contribution 1.5% of Employees' base monthly salary to RHSP	Upon hire	Employee	City paid contribution
The City provides this RHSP for IBEW employees as outlined in the MOU.				
BEREAVEMENT LEAVE	Up to 3 days	Upon hire	Employee	-0-
UNIFORM ALLOWANCE	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 the annual maximum amount as listed in the IBEW MOU.			
TOOL ALLOWANCE	Voucher System; Annual limits can be located in the Tool Allowance Section of the IBEW MOU			
EDUCATION REIMBURSEMENT	Up to \$800	Upon hire	Employee	-0-
BILINGUAL PAY	City pays \$75-\$100/mo as outlined in MOU	Upon hire	Employee	-0-

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Revised January 2023