

CITY OF VALLEJO

Summary of Benefits as of July 2023

Unrepresented 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", PEPRAs, is defined as 1) never having been a member of CalPERS OR 2) having been out of the system for six months or more.				
Misc./Non-Safety	PERS: 2.7% at 55 formula Social Security: Full benefits 7.65% of salary (Classic)	Accrue upon hire. Service Retirement: 5 yrs and age 50	Employee	8%+1% of Employer share = 9% of reportable compensation
	2% @ 62 formula (PEPRA) Social Security. Full benefits	5 yrs and age 52	Employee	7.75% of Salary
Police Safety	3% @ 50 formula (Classic)	5 yrs. and age 50	Employee	9% of Salary
	2.7% @ 57 formula (PEPRA)	5 yrs. and age 50	Employee	13.75% of Salary
Fire Safety	3% @50 formula (Classic – Tier 1)	5 yrs and age 50	Employee	9%+4.4% of Employer share = 13.4% of Reportable compensation
Fire Safety	2% @50 formula (Classic – Tier 2)	5 yrs. and age 50	Employee	9% of Salary
	2.7% @ 57 formula (PEPRA)	5 yrs. and age 50	Employee	13.75% of Salary
HOLIDAYS	12 paid holidays per year	Accrue upon hire	Employee	-0-
VACATION		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-
	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.			
VACATION				
PAYOUT	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.			
SICK LEAVE	12 hours accrued for each full month of employment	May take paid leave upon accrual	Employee	-0-
SICK LEAVE	No maximum on accruals			
PAYOUT	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. Annual option to convert partial balance to vacation as outlined in the MOU.			
ADMINISTRATIVE LEAVE	80 Hours per calendar year	Upon hire	Employee	-0-
	Pro-rated for new hires. Leave must be used within the calendar year or forfeited. No cash value. Adjustment upon separation if more hours used than entitled for that calendar year.			
WORKERS COMPENSATION	Up to 90 working days full salary and benefits, temporary disability afterwards.	Upon hire	Employee	City paid premium

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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-pays
The City pays \$300 and the difference between \$300 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 date of hire	Employee, spouse and dependent children under age 23. Domestic Partner and children included.	City paid premium
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 paid premium
EMPLOYEE ASSISTANCE PROGRAM	5 visits per year for employee and each eligible family member. Counseling and referral service. 8 visits for Fire Safety and 12 visits for PD Safety.	Upon hire	Employee, spouse, dependent children. Domestic Partners and Children included.	City paid premium
DEFERRED COMPENSATION	IRS 457b plan	Upon hire	Employee	Elective Benefit 100% employee contribution.
	City Match 401a	Upon hire	Employee	City contribution match Up to 1% Employee's Annual pay rate with Employee Elective 457 Contributions
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 contribution.
LIFE INSURANCE	2x Annual Salary to \$250k	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
LONG TERM DISABILITY	60 day waiting period. 60% of monthly salary. Max. Monthly benefit \$10,000.	First day of month after six months of employment	Miscellaneous Employees	City pays premium
VOLUNTARY SHORT TERM DISABILITY	7 day waiting period. 60% of weekly. Max \$2308/wk	First day of month after date of hire	Employee	Elective Benefit, 100% Employee paid
UNIFORMS	The City Shall replace dress uniforms for the Fire Chief, Deputy Fire Chief, Police Chief, and Deputy Police Chief once every Two (2) years. The City shall replace Daily uniforms for the Fire Chief, Deputy Fire Chief, Police Chief, and Deputy Police Chief as needed.			

Benefits based on Resolution No. 23-017 N.C. approved by Council December 14, 2021

Revised July 2023