



**Department Heads**  
Including:  
**City Manager & City Attorney**  
City of Vacaville – Benefits Summary

(Last updated 4/03/12)

Term: January 1, 2011 – June 30, 2012

**SALARY INCREASES** – None Scheduled

**RETIREMENT** – City does not participate in Social Security, but 1.45% for Medicare is a mandatory payroll deduction.

Miscellaneous:

City participates in the Public Employees Retirement System (PERS) and Public Agency Retirement Systems (PARS). Benefits include: equivalency of 2.7%@55 formula with the following contracted PERS provisions:

- Section 20042 (One-Year Final Compensation),
- Section 20903 (Two Years Additional Service Credit),
- Section 20965 (Credit for Unused Sick Leave),
- Section 21024 (Military Service Credit as Public Service),
- Section 21027 (Military Service Credit for Retired Persons),
- Section 21427 (Improved Non Industrial Disability Allowance),
- Section 21548 (Pre-Retirement Option 2W Death Benefit),
- Section 21574 (Fourth Level of 1959 Survivor Benefits),

Minimum requirements for PERS retirement – Age 50 with 5 years of PERS service credit. Employee pays PERS 7% contribution and additional PARS 2% contribution for supplemental plan on a pretax basis pursuant to IRC 414(h)2. Fiscal year 2011/2012 Employer Contribution Rates = 15.052% PERS and 6.86% PARS

Police Chief:

City participates in Public Employees Retirement System (PERS). Benefits include: 3%@50 safety formula with the following contracted PERS provisions:

- Section 20042 (One Year Final Compensation),
- Section 20903 (Two Years Additional Service Credit),
- Section 20965 (Credit for Unused Sick Leave),
- Section 21024 (Military Service Credit as Public Service),
- Section 21548 (Pre-Retirement Option 2W Death Benefit),
- Section 21574 (Fourth Level of 1959 Survivor Benefits),
- Sections 21624, 21626 and 21628 (Post-Retirement Survivor Allowance).

Minimum requirements for PERS retirement – Age 50 with 5 years of PERS service credit. Employee pays PERS 9% contribution on a pretax basis pursuant to IRC 414(h)2. Fiscal year 2011/2012 Employer Contribution Rates = 34.984%

Fire Chief:

Benefits include 3%@50 safety formula with the following contracted PERS provisions:

- Section 20042 (One-Year Final Compensation),
- Section 20903 (Two Years Additional Service Credit),
- Section 20965 (Credit for Unused Sick Leave),
- Section 21024 (Military Service Credit as Public Service),
- Section 21027 (Military Service Credit for Retired Persons),
- Section 21427 (Improved Non Industrial Disability Allowance),
- Section 21548 (Pre-Retirement Option 2W Death Benefit),
- Section 21574 (Fourth Level of 1959 Survivor Benefits),
- Sections 21624, 21626 and 21628 (Post-Retirement Survivor Allowance)

Minimum requirements for PERS retirement – Age 50 with 5 years of PERS service credit. Employee pays PERS 9% contribution on a pretax basis pursuant to IRC 414(h)2. Fiscal year 2011/2012 Employer Contribution Rates = 34.984%

***Effective January 1, 2011 employees will contribute 14.83% toward the PERS Employer contribution. This contribution is in addition to the employee contributions to PERS and PARS above.***

**DEFERRED COMPENSATION –**

401a: Employees are eligible to participate in a City established 401a plan with a mandatory contribution of ten percent (10%). For those who elect to participate, the City will contribute one percent (1%) and the employee will contribute nine percent (9%).

457k: Employees may also elect to participate in a City 457k plan. For employees not electing to participate in the 401a plan, the City will contribute a maximum of one percent (1%) of salary into a 457k plan, providing that the employee contributes a minimum of two percent (2%).

**HEALTH INSURANCE –** Comprehensive Medical Plan. City pays up to 92% of Kaiser rate for employee only, for employee plus one, and for employee plus two or more. Plans include: *PERS Health Plans – Blue Shield (HMO), Kaiser, PersCare, and PersChoice (other plans may be available depending on employee’s zip code)*. Retiree medical coverage currently provided. All employees hired on or after Jan 1, 2009 are automatically enrolled in the CalPERS Vesting for Retiree Health Program.

**DENTAL INSURANCE –** Delta Dental. Employee pays \$25 per month.

*IN-NETWORK:* no deductible, 100% preventive, 95% basic, 80% major, \$1,500 annual maximum.

*OUT OF NETWORK:* \$25 deductible, 100% preventive, 85% basic, 60% major, \$1,500 annual maximum.

*ORTHODONTICS:* (dependents under 19 only) 50% up to \$1,500 lifetime maximum.

**VISION INSURANCE –** City paid benefit through Vision Service Plan (VSP) include: \$10 deductible, exam every 12 months, frames & lenses every 24 months.

**LIFE INSURANCE –** City paid benefit through The Hartford. Basic benefit 1.5x’s annual salary (\$150,000 max benefit). Additional (voluntary) insurance for employee, spouse and dependents may be purchased by employee.

**LONG TERM DISABILITY –** City paid benefit through The Hartford. N/A to safety positions.

**SHORT TERM DISABILITY –** Voluntary employee paid benefit available through The Hartford.

**EDUCATION REIMBURSEMENT –** Up to \$1,500 per fiscal year for tuition and books.

**FLEXIBLE SPENDING ACCOUNT –** Tax deferred payments for dependent care, health care, and premiums.

**MERIT PAY (Department Heads only) -** Employees demonstrating exceptional performance are eligible for an additional five percent (5%) Merit Pay.

**AUTO ALLOWANCE –** City Manager has the authority to grant Auto Allowance or City assigned vehicle to department heads.

**LEAVES**

**HOLIDAYS –** 11 scheduled holidays with 2 floating holidays credited in July.

**VACATION –** Year 1=16 days, Year 2=17 days, Year 3=18 days, Year 4=19 days, Years 5-10=20 days, up to 25 days at 15+ years.

**SICK -** 12 days accrued each year, with sick leave buyback incentive program available. ***Employees to forgo participation in the sick leave buyback program for cash out years 2009, 2010, 2011 and 2012.***

**ADMINISTRATIVE –** Up to 80 hours per year as determined by the City Manager (currently 40 hours per year).

**OTHER–** Bereavement, Catastrophic, Family Medical Leave.

**PTO –** ***Effective February 1, 2011 each employee will be required to take 2 scheduled PTO days per month, generally the first and third Fridays of each month, when City Hall is closed.***

\*\*\*THIS DOCUMENT IS INTENDED AS A GUIDE ONLY. FOR SPECIFIC INFORMATION PLEASE REFER TO COUNCIL AGREEMENTS, INDIVIDUAL CONTRACTS, MEMORANDA OF UNDERSTANDINGS, PERSONNEL POLICIES AND PROCEDURES, ETC. OR CONTACT HUMAN RESOURCES AT (707) 449-5101\*\*\*