



Administrative Manager's Group (AMG)

City of Vacaville – Benefits Summary

Full-Time Employees

Term: July 1, 2011 – June 30, 2012

FURLOUGHS – Each employee will take two mandatory unpaid furlough days per month when City Hall will be closed (equivalent to a 9.23% wage reduction). Furlough days will generally be the first and third Friday of each month when City Hall is closed.

SALARY INCREASES – None scheduled

PROBATION PERIOD – 12 months

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

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 Section 414(h)2. Fiscal year 2011/2012 Employer Contribution Rates = 15.052% PERS and 6.86% PARS

Effective July 1, 2010 through June 30, 2012 AMG unit employees will contribute 3% toward the PERS Employer contribution (this contribution is in addition to the 7% employee contribution to PERS and the 2% employee contribution to PARS above).

DEFERRED COMPENSATION – 457 and 401a plans available. Employee may defer up to the annual maximum, as outlined by the IRS, on a tax-deferred basis. Employees contributing at least 4% of annual salary will receive 4% City contribution. ***Effective June 1, 2009 the 3% City matching contribution shall be reduced to 1% and no increase in Jan 2010. Effective August 1, 2011 City matching contribution shall be reduced to 0.41% (total reduction of 3.59%).***

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). Includes: \$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.

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.

PERFORMANCE AWARD PAY – One percent (1%) of base salary allotted for a performance award program. Payments are based on performance and are paid annually in February. ***AMG members to forgo participation in the performance award pay program for award payment years 2009, 2010, 2011 and 2012.***

LEAVES

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

VACATION – 10 days accrued each year for the first 5 years up to 20 days at 15 years

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

ADMINISTRATIVE – 8-13 days per year for exempt employees only

OTHER – Bereavement, Catastrophic, Family Medical Leave

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