



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

Term: July 1, 2007 – June 30, 2011

**Updated to include cost saving measures in Side Letter Agreements approved by Council on:
May 12, 2009, March 23, 2010 and November 9, 2010**

SALARY INCREASES – July 1, 2007=2.5%, July 1, 2008=2.5%, July 1, 2009=3%, July 1, 2010=3%

SALARY REDUCTION – *January 1, 2011 = 5.5% (through June 30, 2012)*

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 2010/2011 Employer Contribution Rates = 13.464% 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),

Effective July 1, 2010 – Equivalent of 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 2010/2011 Employer Contribution Rates = 27.97%

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 2010/2011 Employer Contribution Rates = 27.97%

Effective June 1, 2009 through June 30, 2010 employees will contribute 5.46% toward the PERS Employer contribution. Effective July 1, 2010 through June 30, 2012 this contribution will increase to 8.46%. 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 BENEFITS - no deductible, 100% preventive, 95% basic, 80% major, to \$1,500 annual maximum. .

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

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

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

LIFE INSURANCE – Principal Financial Group. City paid 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 – Principal Financial Group. City paid benefit. N/A to safety positions.

SHORT TERM DISABILITY – Principal Financial Group. Voluntary employee paid benefit.

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. ***Employees to forgo participation in the performance award pay program for award payment years 2009, 2010, 2011 and 2012.***

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 Care and Medical.

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) 449-5126 OR (707) 449-5132***