



Fire Managers Group (FMG)

City of Vacaville – Benefits Summary
Full-Time Employees

Term: January 1, 2007 – December 31, 2010

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

PROBATION PERIOD – 12 months

SALARY INCREASES – Each November the City will adjust for salary compaction, if necessary, based on survey conducted for Vacaville Firefighters Association (VFA). 2007 Survey resulted in 6.01% mkt plus 2.5% increase effective Nov 1, 2007. 2008 Survey resulted in 2.34% increase effective Nov 1, 2008. Salary differential on base salary between classifications – 20.4% between Captain and Battalion Chief and 15.4% between Battalion Chief and Division Chief.

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).

Benefits include 2%@50 safety formula (3%@50 effective August 16, 2009) 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.

Effective April 1, 2010 through June 30, 2011 all FMG members will contribute 3.00% toward the PERS Employer contribution. This contribution is in addition to the employee contributions to PERS above.

DEFERRED COMPENSATION - 457k plans available. Employee may defer up to the annual maximum, as outlined by the IRS, on a tax-deferred basis. Employees contributing at least 2% of annual salary will receive 1% City contribution.

HEALTH INSURANCE – Comprehensive Medical Plan. City pays up to 96% of Kaiser rate for employee only, for employee plus one, and for employee plus two or more (effective with plan year beginning Jan 1, 2010 City will pay up to 92% of Kaiser rate). 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 City Advantage Plan. 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, exams every 12 months, frames & lenses every 24 months.

LIFE INSURANCE – Principal Financial Group. City paid basic benefit \$51,233 with \$20,000 optional also City paid. Additional (voluntary) insurance for employee, spouse and dependents may be purchased by employee.

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 and 2011.***

VEHICLE ALLOWANCE – City provided vehicle or allowance of \$400 per month.

EDUCATION PAY – A.A. or A.S. degree = 2.5%, B.A. or B.S. = 5%

SENIOR LEADERSHIP PROGRAM – Upon meeting requirements as outlined in the program - 5% for level I or 10% for level II.

EMT DIFFERENTIAL – 2%

UNIFORM ALLOWANCE - \$1,150 per year.

LEAVES

HOLIDAYS – Non-Shift - 11 scheduled holidays with 2 floating holidays credited in July.
Shift – 96 hours added to vacation accruals plus 3% holiday pay.

VACATION – Non-Shift – 160 hours accrued each year for the first 5 years up to 240 hours at 15 years.
Shift – 72 hours for the first 2 years up to 336 hours at 15 years.

SICK - Non-Shift – 12 days (96 hours) accrued each year, with sick leave buyback incentive program available.
Shift – 9 Shifts (216 hours) accrued each year, with sick leave buyback incentive program available.
Employees to forgo participation in the sick leave buyback program for cash out in 2010 and 2011.

ADMINISTRATIVE – Non-Shift – 3-5 days either as vacation or pay. Accrued or paid on 12/15.
Shift – 4-6 shifts either as vacation or pay. Accrued or paid on 12/15.

OTHER – Bereavement, Catastrophic, Family Care and Medical.

PTO – ***Effective April 1, 2010 each unit employee will receive a bank of 109.5 hrs (for 24 hr shift employees) or 78.2 hrs (for 8 hr day shift employees) to be used by July 2011.***

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