



Police Management Group (PMG)

City of Vacaville – Benefits Summary
Full-Time Employees

Term: July 1, 2007 – June 30, 2011

Updated to include cost saving measures in Side Letter Agreements approved by Council May 12, 2009

PROBATION PERIOD – 12 months

SALARY INCREASES – July 1, 2007=3.5%, July 1, 2008=3.5%, July 1, 2009=3.5%, July 1, 2010=3.5%

RETIREMENT – City does not participate in Social Security, but 1.45% for Medicare is a mandatory payroll deduction. 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 – 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 Section 414(h)2.

Effective July 1, 2009 employees will contribute 3.5% 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.

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

EDUCATION INCENTIVE – 5.0% for A.A. or 7.5% for B.A.

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

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 and 2010.***

UNIFORM ALLOWANCE – \$1,050 per year.

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

LEAVES

HOLIDAYS – 5% Holiday pay plus two floating holidays. 5.7% Holiday pay effective 7/1/08 no floating holidays.

VACATION – 21 days accrued each year for the first 5 years up to 30 days at 15 years.

SICK LEAVE - 12 days accrued each year, with sick leave buyback incentive program available.

ADMINISTRATIVE – Lieutenants only - 80 hours/year accrued on a pay period basis (annual cash out provision)

OTHER– Bereavement, Catastrophic, Family Care and Medical.

PTO – ***Effective July 1, 2009 a bank of 96 hours to be used by July 1, 2010.***

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**