



Vacaville City Employees Association (VCEA)

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 May 12, 2009

FURLOUGHS – Effective June 2009 through February 2010, each employee will take one mandatory unpaid furlough day per month when City Hall will be closed (generally the first Friday of each month).

PROBATION PERIOD – 12 months

SALARY INCREASES – Jan 1, 2007=2.5%, Jul 1, 2007=2.0%, Jan 1, 2008=2.5%, Jul 1, 2008=2.0%, Jan 1, 2009=3.0%, July 1, 2009=1.5%, Jan 1, 2010=3.0%, July 1, 2010=1.5%

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.

Effective July 1, 2009 VCEA unit employees will contribute 1.5% toward the PERS Employer contribution. Effective January 1, 2010 VCEA unit employees will contribute an additional 3% toward the PERS Employer contribution (for a total of 4.5%). Effective March 1, 2010 VCEA unit employees will contribute an additional 4.6% toward the PERS Employer contribution (for a total of 9.1%). These contributions are in addition to the 7% employee contribution to PERS and the 2% employee contribution to PARS above.

DEFERRED COMPENSATION - 457k plans available. Employee may defer up to the annual maximum, as outlined by the IRS, on a tax-deferred basis.

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.

VCEA Cont.

LIFE INSURANCE – Principal Financial Group. City paid basic benefit \$23,533. Additional \$8,333 optional (employee pays \$1.58 per month). Additional (voluntary) insurance for employee, spouse and dependents may be purchased by employee.

LONG TERM DISABILITY – Principal Financial Group. City paid benefit.

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.

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

OTHER– Bereavement, Catastrophic, Family Care and Medical.

PTO – *Effective July 1, 2009 each full time unit employee will receive 2 PTO days to be used between July 1 and December 31, 2009. Effective January through February 2010 each full time unit employee will receive 1 PTO day per month to be used within that month. Effective March through December 2010 each full time unit employee will receive 2 PTO days per month to be used within that month.*

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**