



Vacaville Firefighters Association (VFA)

City of Vacaville – Benefits Summary
Full-Time Employees

Term: February 1, 2011 – January 31, 2012

PROBATION PERIOD – Firefighter and Firefighter/Paramedic = 18 months
Fire Captain = 12 months

SALARY INCREASES – None scheduled

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 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 2011/2012 Employer Contribution Rate = 34.984%.

Effective April 1, 2010 through January 31, 2012 VFA unit employees will contribute 3% toward the PERS Employer contribution. This contribution is in addition to the employee contributions to PERS above.

Effective February 1, 2011 through January 31, 2012 VFA unit employees will contribute an additional 7.09% toward the PERS Employer contribution (equivalent to a 5.5% wage reduction). This is in addition to the 3% contribution above for a total of 10.09%.

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

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, exams every 12 months, frames & lenses every 24 months.

LIFE INSURANCE – City paid benefit through The Hartford. 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 – 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.

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

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

EMT DIFFERENTIAL – 2%

UNIFORM ALLOWANCE - \$1,200 per year.

PERFORMANCE AWARD PAY – Captains Only - One percent (1%) of base salary allotted for a performance award program. Payments are based on performance and are paid annually in February.

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 – 80 hours accrued each year for the first 5 years up to 160 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, 2011 and 2012.

OTHER – Bereavement, Catastrophic, Family Medical Leave

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. Effective March 15, 2011 each unit employee will receive an additional bank of 51.1 hrs (for 24 hr shift employees) or 36.47 hrs (for 8 hr day shift employees) to be used by January 31, 2012.***

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