



Vacaville Managers Organization (VMO)

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=2.5%, July 1, 2008=2.5%, July 1, 2009=3%, July 1, 2010=3%

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 June 1, 2009 through September 30, 2009 VMO unit employees will contribute 4.49% toward the PERS Employer contribution. Effective October 1, 2009 through June 30, 2011 VMO unit employees will contribute 4.216% toward PERS Employer contribution. These contributions are in addition to the 7% employee contribution to PERS and the 2% employee contribution to PARS above.

DEFERRED COMPENSATION - 457 and 401a 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 2% City contribution (matching will increase to 3% Jan 1, 2009, 3.5% Jan 1, 2010 and 4% Jan 1, 2011). **Effective June 1, 2009 through May 30, 2011 the 3% City matching contribution shall cease (all future scheduled increases remain). The City will resume its matching contribution to the full 4% upon expiration of the side letter of agreement.**

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 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.

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

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

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. ***VMO members to forgo participation in the performance award pay program for award payment years 2009 and 2010.***

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 - 12 days accrued each year, with sick leave buyback incentive program available. ***VMO members to forgo participation in the sick leave buyback program for cash out years 2010 and 2011.***

ADMINISTRATIVE – 8-10 days per year for exempt employees only.

OTHER – Bereavement, Catastrophic, Family Care and Medical.

PTO – Effective June 1, 2009 through May 2011 each unit employee will be required to take 1 scheduled PTO day per month, generally the first Friday of each month, when City Hall is closed. Each employee will also receive one floating PTO day 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**