



Vacaville Police Officers Association (VPOA)

City of Vacaville – Benefits Summary

Full-Time Employees

Term: July 1, 2011 – June 30, 2012

PROBATION PERIOD – 18 months entry level – 12 months lateral

SALARY REDUCTIONS – Effective November 1, 2011 - Sworn = 11.44%, Non-sworn = 11.85%

SALARY INCREASES – None scheduled

RETIREMENT – City does not participate in Social Security, but 1.45% for Medicare is a mandatory payroll deduction.

Sworn:

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),

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. Fiscal year 2011/2012 Employer Contribution Rates = 34.984%

Non-Sworn:

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. Fiscal year 2011/2012 Employer Contribution Rates = 15.052% PERS and 6.86% PARS.

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 92% of Kaiser rate for employee only, for employee plus one, and for employee plus 2 or more. Plans include: *PERS Health Plans – Blue Shield (HMO), Kaiser, PersCare, and PersChoice (other plans may be available depending on employees 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. Additional \$20,000 optional (employee pays \$3.00 per month). 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.

EDUCATION INCENTIVE – Sworn only – 2.5% for A.A. or 5% for B.A.

SENIOR OFFICER I/II PROGRAM – Sworn only – Upon meeting requirements as outlined in the program - 5% for Senior Officer I or 10% for Senior Officer II.

DISPATCHER POST CERTIFICATE PAY – 2.5% upon possession of California POST Public Dispatcher Certificate - Intermediate.

UNIFORM ALLOWANCE – Sworn: \$1,200 per year – Non-Sworn: \$1,025 per year.

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

LEAVES

HOLIDAYS – Non-Shift - 11 scheduled holidays with 2 floating holidays credited in July.
Shift and Dispatchers – 5% Holiday pay

VACATION – Non-Shift - 10 days accrued each year for the first 5 years up to 20 days at 15 years.
Shift – 21 days accrued each year for the first 5 years up to 27 days at 15 years.
Shift Probation – 16 days until completion of probation

SICK - 12 days 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 July 1, 2009 a bank of 40 hours to be used by June 30, 2010.***
Effective July 1, 2010 a bank of 72 hours to be used by June 30, 2011.
Effective November 1, 2011 a bank of 72 hours to be used by June 30, 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