



Vacaville Police Officers Association (VPOA)

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 on:
May 26, 2009 and May 25, 2010**

PROBATION PERIOD – 18 months entry level – 12 months lateral

SALARY INCREASES –

Sworn: July 1, 2007=2.4637% Median + 2.5% Equity, July 1, 2008=3.5%, July 1, 2009=Median (based on market study), July 1, 2010=3.5%.

Non-Sworn: July 1, 2007=5.6924% Median + 2.5% Market, July 1, 2008=3.5%, July 1, 2009=Median (based on market study), July 1, 2010=3.5%.

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),

Effective July 1, 2010 – Equivalent to 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.

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.

Effective July 1, 2009 employees (sworn and non-sworn) will contribute 2% toward the PERS Employer contribution. Effective July 1, 2010 employees will contribute an additional 1.5% toward the PERS Employer contribution (for a total of 3.5%). These contributions are in addition to the employee contributions to PERS and PARS (misc. employees) 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 2 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 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 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. 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 – Principal Financial Group. Voluntary Employee paid benefit.

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: \$1,150 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 and 2011.

OTHER – Bereavement, Catastrophic, Family Care and Medical.

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.