



## Department Heads

### City of Vacaville – Benefits Summary

Term: July 1, 2007 – June 30, 2011

**Updated to include cost saving measures in Side Letter Agreements approved by Council on:  
May 12, 2009 and March 23, 2010**

**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.

#### Miscellaneous:

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.

#### Police Chief:

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 – 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.

#### Fire Chief:

Benefits include 2%@50 safety formula (3%@50 effective August 16, 2009) 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.

**Effective June 1, 2009 through June 30, 2010 all department heads will contribute 5.46% toward the PERS Employer contribution. Effective July 1, 2010 through June 30, 2011 this contribution will increase to 8.46%. This contribution is in addition to the employee contributions to PERS and PARS (for misc. employees) above.**

**DEFERRED COMPENSATION –**

401a: Department Heads are eligible to participate in a City established 401a plan with a mandatory contribution of ten percent (10%). For those who elect to participate, the City will contribute one percent (1%) and the employee will contribute nine percent (9%).

457k: Department Heads may also elect to participate in a City 457k plan. For Department Heads not electing to participate in the 401a plan, the City will contribute a maximum of one percent (1%) of salary into a 457k plan, providing that the employee contributes a minimum of two percent (2%).

**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, exam 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. N/A to safety positions.

**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.

**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. ***Employees to forgo participation in the performance award pay program for award payment years 2009, 2010 and 2011.***

**MERIT PAY –** Department Heads demonstrating exceptional performance are eligible for an additional five percent (5%) Merit Pay.

**AUTO ALLOWANCE –** City Manager has the authority to grant Auto Allowance or City assigned vehicle to department heads.

**LEAVES -**

**HOLIDAYS –** 11 scheduled holidays with 2 floating holidays credited in July.  
**VACATION –** Year 1=16 days, Year 2=17 days, Year 3=18 days, Year 4=19 days, Years 5-10=20 days, up to 25 days at 15+ years  
**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 years 2009, 2010 and 2011.***  
**ADMINISTRATIVE –** Up to 80 hours per year as determined by the City Manager (currently 40 hours per year).  
**OTHER–** Bereavement, Catastrophic, Family Care and Medical.  
**PTO –** ***Effective June 1, 2009 each 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\*\*\*\*\*