



# Fire Managers Group (FMG)

## City of Vacaville – Benefits Summary Full-Time Employees

Term: January 1, 2007 – December 31, 2010

**PROBATION PERIOD** – 12 months

**SALARY INCREASES** – Each November the City will adjust for salary compaction, if necessary, based on survey conducted for Vacaville Firefighters Association (VFA). Salary differential on base salary between classifications – 20.4% between Captain and Battalion Chief and 15.4% between Battalion Chief and Division Chief.

**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 2%@50 safety formula (3%@50 effective 11/1/09) with the following contracted PERS provisions: Section 21427 (Improved Nonindustrial Disability Allowance), Sections 21624, 21626 and 21628 (Post-Retirement Survivor Allowance), Section 20042 (One-Year Final Compensation), Section 20903 (Two Years Additional Service Credit), Section 21574 (Fourth Level of 1959 Survivor Benefits), Section 20965 (Credit for Unused Sick Leave), Section 21024 (Military Service Credit as Public Service), Section 21548 (Pre-Retirement Option 2W Death Benefit), Section 21027 (Military Service Credit for Retired Persons). 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.

**DEFERRED COMPENSATION** - 457k 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 1% City contribution.

**HEALTH INSURANCE** – Comprehensive Medical Plan. City pays up to 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.

**DENTAL INSURANCE** – Delta Dental City Advantage Plan. City paid.

**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 with \$20,000 optional also City paid.

**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.

### 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 – 160 hours accrued each year for the first 5 years up to 240 hours at 15 years.

Shift – 72 hours for the first 2 years up to 336 hours at 15 years.

**SICK LEAVE** - 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.

**ADMINISTRATIVE LEAVE** – Non-Shift – 3-5 days either as vacation or pay. Accrued or paid on 12/15.

Shift – 4-6 shifts either as vacation or pay. Accrued or paid on 12/15.

**OTHER LEAVES** – Bereavement, Catastrophic, Family Care and Medical.

**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.

**VEHICLE ALLOWANCE** – City provided vehicle or allowance of \$400 per month.

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

**EMT DIFFERENTIAL** – 2%

**UNIFORM ALLOWANCE** - \$1,050 per year with \$50 additional on November 1 of each year through 2009.

\*\*\*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\*\*\*\*