



# Vacaville City Employees Association (VCEA)

City of Vacaville – Benefits Summary  
Full-Time Employees

Term: January 1, 2007 – December 31, 2010

**PROBATION PERIOD** – 12 months

**SALARY INCREASES** – Jan 1, 2007=2.5%, Jul 1, 2007=2.0%, Jan 1, 2008=2.5%, Jul 1, 2008=2.0%, Jan 1, 2009=3.0%, July 1, 2009=1.5%, Jan 1, 2010=3.0%, July 1, 2010=1.5%

**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 21427 (Improved Nonindustrial Disability 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 7% contribution and additional PARS 2% contribution for supplemental plan on a pretax basis pursuant to IRC Section 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.

**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 \$23,533. Additional \$8,333 optional (employee pays \$1.58 per month).

**LONG TERM DISABILITY** – Principal Financial Group. City 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.

## 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 LEAVE** - 12 days accrued each year, with sick leave buyback incentive program available.

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

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