



Vacaville Police Officers Association (VPOA)

City of Vacaville – Benefits Summary Full-Time Employees

Effective 1/1/07

PROBATION PERIOD – 18 months entry level – 12 months lateral

SALARY INCREASES – Unknown – negotiations currently in progress (agreement expired 7/1/07)

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, one-year final compensation, military buyback option, credit for unused sick leave and fourth level of 1959 survivor benefit. Employees shall pay the 9% employee 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, one-year final compensation, military buyback option, fourth level 1959 survivor benefit, pre-retirement optional settlement 2 death benefit, and credit for unused sick leave upon retirement. 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 - Four 457k plans available - ICMA, Met Life, Nationwide, and VALIC. 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 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).

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. Orthodontics (dependents under 19 only) 50% up to \$1,500 lifetime maximum.

OUT OF NETWORK BENEFITS - \$25 deductible, 100% preventive, 85% basic, 60% major, to \$1,500 annual maximum. Orthodontics (same as IN-NETWORK).

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 \$42,833. Additional \$8,333 optional (employee pays \$1.58 per month).

EDUCATION REIMBURSEMENT – Up to \$500 per fiscal year for tuition and books.

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

UNIFORM ALLOWANCE – Police Officers \$1,000 per year – Dispatchers \$875 per year.

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 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******