Vacaville City Employees Association (VCEA)

City of Vacaville – Benefits Summary
Full-Time Employees

(Last updated 07/11/16)

Term: July 1, 2015 – June 30, 2018

PROBATION PERIOD – 12 months

SALARY INCREASES – See trigger clause in agreement for potential increases in January of 2017 and 2018

RETIREMENT –

- City does not participate in Social Security
- 1.45% Medicare is a mandatory payroll deduction
- City participates in the California Public Employees Retirement System (CalPERS)

"New" CalPERS member:

(New member = no prior PERS/reciprocal employment or a break in service greater than 6 months)

- 2% @ 62 Formula
- Three Year Final Compensation
- Employee cost = 6.25% total

"Classic" CalPERS member:

(Classic member = prior PERS/reciprocal employment with less than 6 month break in service)

- 2% @ 55 Formula
- One-Year Final Compensation
- Employee cost = 7% total

BENEFITS **–**

Health Insurance:

- Comprehensive Medical Plans through CalPERS
- City pays up to 85% of Kaiser Bay Area rate (for single, double, or family)
- Health waiver = $250/mo directly to deferred compensation
- Retiree medical coverage currently provided
- Employee contributes $50/mo to retiree medical trust fund

Other (City paid):

- Dental – Delta Dental
- Vision – VSP
- Life – $50,000 policy
- Long Term Disability
- Education Reimbursement – up to $1,500 per year

Available (voluntary and employee paid):

- Short Term Disability
- Additional Life Insurance (employee, spouse, dependent)
- Flexible Spending Account (FSA)
- Deferred Compensation (457)

LEAVES **–**

- Holidays - 11 scheduled holidays with 2 floating (credited in July)
- Vacation - 10 days accrued each year for the first 5 years up to 20 days at 15 years
- Sick - 12 days accrued per year

****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 RESOURCESAT (707) 449-5101****