



Department Heads

Including:

City Manager and City Attorney

City of Vacaville – Benefits Summary

(Last updated 07/11/16)

Agreement through: June 30, 2018

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)

Misc:

- 2% @ 62 Formula
- Employee cost = 8% total
- Three year final compensation

Safety:

- 2.7% @ 57 Formula
- Employee cost = 11.25% total
- Three Year Final Compensation

“Classic” CalPERS member:

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

Misc:

- 2% @ 55 Formula
- Employee cost = 8% total
- One year final compensation

Safety:

- 2% @ 50 Formula
- Employee cost = 12% total
- Three year final compensation

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 account
- Retiree medical coverage currently provided
- Employee contribution to retiree medical trust fund: sworn = \$75, Misc = \$50 / month

Other (City paid):

- Dental – Delta Dental
- Vision – VSP
- Life – \$150,000 policy
- Long Term Disability (misc. only)
- Education Reimbursement – up to \$1,500 per year
- Deferred Compensation – 2% from City with 1% from employee

Available (voluntary and employee paid):

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

LEAVES –

- Holidays - 11 scheduled holidays with 2 floating (credited in July)
- Vacation - 15 days accrued year 1 up to 25 days at 15+ years
- Sick - 12 days accrued per year
- Administrative Leave 80 hours per year