

All data as of 8/24/2016		BARGAINING UNITS											
Please see MOU/Agreements or Benefit Summary Sheets on the City's website for information not found here. Questions, please contact Jessica Bowes at jessica.bowes@cityofvacaville.com or 707-449-5132.		Department Heads (DH)			Administrative Managers Group (AMG)	Vacaville Managers Organization (VMO)	Vacaville City Employees Association (VCEA)	Local 39, Stationary Engineers (L39)	Vacaville Police Officers Association (VPOA)	Vacaville Police Managers Association (VPMA)	Fire Managers Group (FMG)	Vacaville Firefighters Association (VFA)	
		Police Chief	Fire Chief	Misc.					Misc.	Safety			
BENEFITS		11	11	11	12,13,19	2	3	5	62	61	14,15,16	17,18	4
FIRST DIGIT(S) OF GRADE CODE FROM SALARY SCHEDULE:		11	11	11	12,13,19	2	3	5	62	61	14,15,16	17,18	4
PERS (non-pooled) fy 16/17 (see benefit summary sheets for formulas)	Classic EE's:												
	Employer	43.700%	43.700%	21.340%	21.340%	21.340%	22.340%	22.340%	22.340%	43.700%	43.700%	43.700%	43.700%
	Employee	9.000%	9.000%	7.000%	7.000%	7.000%	7.000%	7.000%	7.000%	9.000%	9.000%	9.000%	9.000%
	Employee (cost share)	3.000%	3.000%	1.000%	1.000%	1.000%	0.000%	0.000%	0.000%	3.000%	3.000%	3.000%	3.000%
	"New" EE's:												
	Employer	46.700%	46.700%	20.590%	20.590%	20.590%	22.340%	22.340%	22.340%	46.700%	46.700%	46.700%	46.700%
	Employee (50% TNC)	11.250%	11.250%	6.250%	6.250%	6.250%	6.250%	6.250%	6.250%	11.250%	11.250%	11.250%	11.250%
Employee (cost share)	0.000%	0.000%	1.750%	1.750%	1.750%	0.000%	0.000%	0.000%	0.000%	0.000%	0.000%	0.000%	
Comments	All cost sharing noted above is by CalPERS contract amendment effective 8/16/2016. Employer rates above have been reduced by cost share (where applicable).												
PARS* fy 16/17	Employer	n/a	n/a	16.820%	16.820%	16.820%	16.820%	16.820%	16.820%	n/a	n/a	n/a	n/a
	Employee	n/a	n/a	2.000%	2.000%	2.000%	2.000%	2.000%	2.000%	n/a	n/a	n/a	n/a
	Comments	*PARS is a closed plan due to PEPRA, NO new participants after 12/31/12 hire date. Benefit for qualifying employees = 0.7% @ 55 for ALL years of PERS service that are below 2.7% @ 55 formula.											
HEALTH (CalPERS) - Employer Maximums (2016 cal year):	Single: \$634.50/mo	Same for all employee groups (Equals 85% of the Kaiser Bay Area rates under CalPERS. Employee pays the difference)											
	Double: \$1,269.00/mo												
	Family: \$1,649.70/mo												
HEALTH (CalPERS) - Employer Maximums (2017 cal year):	Single: \$623.00/mo	Same for all employee groups (Equals 85% of the Kaiser Bay Area rates under CalPERS. Employee pays the difference)											
	Double: \$1,246.76/mo												
	Family: \$1,620.79/mo												
DENTAL (100% ER Paid)	Single = \$53.57/mo	Same for all employee groups											
	Double = \$91.07/mo												
	Family = \$139.29/mo												
VISION (100% ER Paid)	Single = \$5.39/mo	Same for all employee groups											
	Double = \$10.78/mo												
	Family = \$17.35/mo												
LIFE/AD&D INSURANCE (Basic = 100% ER Paid)	Policy Amount	\$150,000.00					\$50,000.00		\$75,000.00				
	Employer	\$0.83 cents per \$1,000 of benefit											
LONG TERM DISABILITY INSURANCE (100% ER Paid for Misc. groups only)	Max Monthly Benefit	n/a	n/a	66.67% up to \$5K	66.67% up to \$5K	66.67% up to \$5K	60% up to \$3K	60% up to \$3K	n/a	n/a	n/a	n/a	n/a
	Elimination Period	n/a	n/a	60 days	60 days	60 days	30 days	30 days	n/a	n/a	n/a	n/a	n/a
	Employer	\$0.41 cents per \$100 of benefit											
DEFERRED COMPENSATION	Employer max match	2.00%	2.00%	2.00%	5.00%	5.00%	n/a	n/a	n/a	n/a	1.00%	2.00%	Captains = 2.00%
	Required from EE	1.00%	1.00%	1.00%	4.00%	4.00%	n/a	n/a	n/a	n/a	1.00%	1.00%	1.00%