

CITY OF VALLEJO

Summary of Benefits as of July 2023

International Association of Firefighters (IAFF) Employees

BENEFIT	PROVISION	WHEN ELIGIBLE	WHO IS ELIGIBLE	COST TO EMPLOYEE
RETIREMENT				
AB340 created new pension formulas for employees hired after January 1, 2013 that are new members of CalPERS. "New", PEPRA, is defined as 1) never having been a member of CalPERS OR 2) having been out of the system for six months or more.				
Classic Tier 1	3% @ 50 formula Single Highest Year For Final Comp	Accrue upon hire. Service Retirement: 5 yrs and age 50	Employee	13.4% of reportable: pays full 9% EE share and 4.4% of Employer Via Cost Sharing
Classic Tier 2 (New Hires as of 12/28/2012)	2% @ 50 formula for Single Highest Year For Final Comp	5 yrs. and age 50	Employee	9% of salary
PEPRA	2.7% @ 57 formula (PEPRA) 3 Years for Final Comp	5 yrs and age 50	Employee	13.75 % of salary
All Levels Added PERS Benefits	1959 Survivor Benefit, Survivor Continuance, and Credit for Unused Sick			
All Employees	Mandatory Medicare Only for Employees hired after 4/1/86		Employee	1.45% of salary
HOLIDAYS	14.5 Holidays	Accrue upon hire	Employee	-0-
Suppression receives 6.99 (24 hr) shifts in lieu of 14.5 holidays. Accrue holiday leave at time and one-half rate 6.45 hours biweekly. May elect to take pay at straight time.				
Those with regular 40hr/week schedules in Prevention and Training earn 4.58 accruals for 26 pay periods a year.				
IAFF members may annually elect for cash payment on a quarterly, semi-annual or annual payment and may accumulate up to 3 years holiday accruals.				
VACATION		May take paid leave after 6 months		
	6 shifts per yr. (5.54 biweekly)	less than 5 years of service	Employee	-0-
	9 shifts per yr (8.31 biweekly)	more than 5 less than 13 yrs.	Employee	-0-
	12 shifts per yr.(11.08 biweekly))more than 13 less than 24 yr	Employee	-0-
	13 shifts per yr (12.0 biweekly)	24+ years of service	Employee	-0-
Note: Above schedule is based on 24 hour shifts. Those working in a regular 40hr/wk position will accrue based on an equivalent .71 factor of difference. May carry up to 3 years balance.				
SICK LEAVE	Suppression 8.31 Hrs biweekly and 40 hr Personnel 5.90 biweekly	May take paid leave after 6 months	Employee	-0-
Sick leave accruals accumulate indefinitely without limitation. As outlined in the MOU, at separation, unused sick leave accruals may be partially paid out and/or reported to PERS for service credit. See MOU for details.				
HEALTH INSURANCE	PERS Hospital and Medical Care Act (Administrator), many different plans available.	First day of the month after Hire (earliest). Must enroll within 60 days of hire.	Employee, spouse, and dependents to age 26. Domestic Partner and children included.	Premium is for employee and family. Employee pays any specific plan deductibles or co-payments.
The City pays \$300 and the difference between \$300 and maximum of 75% of the Kaiser Region 1 rate is paid through a Section 125 cafeteria/Flexible Benefits Health and Welfare Plan. Employee pays the difference between the City contribution and full premium for the plan selected.				

NOTE: This is a summary of benefits extracted from the City-IAFF April 2022 – March 2026

Revised July 2024

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MEDICAL FLEX BENEFIT	An employee may waive City health care coverage upon verification of coverage from another source. An employee who waives coverage shall receive \$250 per month in a cash payment.	Upon Hire	Employee	-0-
DENTAL INSURANCE	Delta Dental Plan of California Group 2366., Delta pays 70% Of covered benefits the 1 st year, With conditional increase to 100%. Orthodontic benefit	First day of the month after 6 months (1 st of the 7 th mo)	Employee, spouse, and dependent children until age 26 Domestic Partner and Children included	City paid premium
WORKERS COMPENSATION	"4850" leave for on-the-job injury or illness. Up to one year salary and benefits.	Upon hire	Employee	City paid premium
LONG TERM DISABILITY INSURANCE	60 day waiting period. 70% to 80% of mo. Salary (depends on type). Max monthly benefit to \$10,000 (Union Policy)	First day of month after hire.	Employee	City paid premium
VOLUNTARY SHORT TERM DISABILITY	7 day waiting period. 60% of weekly. Max \$2308/wk.	First day of month after date of hire	Employee	Elective Benefit, 100% Employee paid
VISION PLAN	Vision Service Plan, exam lenses and frames every 12 months, if needed.	First day of the month after hire.	Employee, spouse, dependent children under age 26 Domestic Partner and Children Included.	City paid premium
LIFE INSURANCE	\$40,000 Life/\$40,000 AD&D	After 31 days	Employee	City paid premium
VOLUNTARY LIFE	The City offers an optional supplementary life and AD&D insurance program.			Elective Benefit, 100% Employee paid
EMPLOYEE ASSISTANCE PROGRAM	8 visits per year for employee and each eligible family member. Confidential Counseling and referral service.	Upon hire	Employee, spouse, dependent children. Domestic Partner and children included.	City paid premium
DEFERRED COMPENSATION	IRS 457 plan	Upon hire	Employee	Elective Benefit 100% employee contribution
The City offers an optional deferred compensation program with annual contribution limits set by the IRS.				
FLEXIBLE SPENDING ARRANGEMENT	City makes a plan available for Employee pre-tax contributions for med, dependent and commuter/transit expense	Upon hire	Employee	Elective Benefit 100% employee contribution
The City offers an optional plan for employee pretax contributions toward health, dependent, or commuter/transit. Annual maximums set by IRS.				
BEREAVEMENT LEAVE	Up to 3 days	Upon hire	Employee	-0-
UNIFORM ALLOWANCE	\$720.00 Annually (paid qtrly \$180.00)	December of first year of employment	Employee	-0-

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