

CITY OF VALLEJO
Summary of Benefits as of December 2023

Vallejo Police Officers Association (VPOA) 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	3% @ 50 formula Single Highest Year For Final Comp	Accrue upon hire. Service Retirement: 5 yrs and age 50	Employee	9% of reportable compensation
PEPRA	2.7% @ 57 formula 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 days annual leave in lieu of 14 holidays Employee may elect to buy-back up to 50 hours/year.	Accrue upon hire	Employee	-0-
VACATION		May take paid leave after 6 months		
	10 working days	0-4 years of service	Employee	-0-
	15 working days	more than 4 through 12	Employee	-0-
	20 working days	more than 12 through 20	Employee	-0-
	24 working days	more than 20 through 26	Employee	-0-
	28 working days	more than 26	Employee	-0-
	4 year maximum accrual – Employees hired before February 1, 2009 3 year maximum accrual – Employees hired after February 1, 2009			
SICK LEAVE	10 hours for each Full month of employment Up to 120 hours in a 12 month period.	May take paid leave immediately	Employee	-0-
15 hour accrual for employees hired on or after Feb 1, 2009 received 15 hour accrual through December 31, 2013. Employees hired prior to February 1, 2009 who elected the 15 hour accrual will continue to receive 15 hour accrual. If accruing at the higher level, the employee will not have a cash out option at the time of separation. They may convert entire sick leave balance to CalPERS service credit. Those employees hired prior to February 1, 2009 with remaining hours in the 10 hour accrual bank or if the 15 hour accrual was not elected will have a cash option of 50% of bank, as outlined in the MOU.				
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 dependent children under age 26. Domestic Partner and dependent children included.	Premium is for employee and family. Employee pays any specific plan Deductibles or co-payments.
The City pays \$157 and the difference between \$157 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 City contribution and full premium for the plan selected.				

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MEDICAL FLEX BENEFIT	Employees who have health insurance may waive coverage upon verification. An employee who waives shall receive \$250 per month.	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%.	First day of the month after 6 months (1 st of the 7 th mo.)	Employee, spouse, and dependent children until age 26.	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
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.	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
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
EMPLOYEE ASSISTANCE PROGRAM	12 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 the IRS.				
BEREAVEMENT LEAVE	Up to 5 days	Upon hire	Employee	-0-
UNIFORM ALLOWANCE	\$1,142 Annually Paid on 1 st regular payday Of December	Dec. of first year of employment	Employee	-0-

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