

CITY OF VALLEJO

Summary of Benefits as of October 2024

Confidential, Administrative, Managerial, and Professional Association of Vallejo Employees (CAMP)

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 Employees	PERS: 2.7% at 55 formula Social Security. Full benefits 7.65% of salary (Classic)	Accrue upon hire. Service Retirement: 5 yrs and age 50	Employee	8% + 1% of Employer share = 9% of reportable compensation
PEPRA Employees	2% @ 62 formula (PEPRA) Social Security. Full benefits	5 yrs and age 52	Employee	7.75% of Salary
ALL Employees	Social Security – Full Benefits		Employee	7.65% of Salary
HOLIDAYS	12 paid holidays + 2 floating holidays (“use it or lose it” basis)	Accrue upon hire	Employee	-0-
VACATION		Upon accrual		
	80 Hours	0-4 years service	Employee	-0-
	120 hours	more than 4-10 years service	Employee	-0-
	160 hours	more than 10-20 years service	Employee	-0-
	200 hours	more than 20-26 years service	Employee	-0-
	224 hours	more than 26 years service	Employee	-0-
	May carry a balance of up to 3 years’ accruals			
SICK LEAVE	12 hours per month	Upon accrual	Employee	-0-
	Annual option to convert partial balance to vacation as outlined in MOU. Option to convert unused sick to CalPERS service credit upon retirement from the City of Vallejo.			
MANAGEMENT LEAVE	60 Hours per calendar year	Upon hire	Employee	-0-
	Pro-rated for new hires. Leave must be used within the calendar year or forfeited. No cash value. Adjustment upon separation if more hours used than entitled for that calendar year. (40 hours prorated in 2024 then 60 hours per year thereafter.)			
WORKERS COMPENSATION	Up to 90 working days full salary and benefits, temporary disability afterwards 90 days.	Upon hire	Employee	City paid premium
WORK SCHEDULES	5/8, 9/80, 4/10	Upon hire	Employee	-0-
	Employee may voluntarily participate in an alternative work schedule of 9/80 or 4/10 as outlined in the MOU.			
HEALTH INSURANCE	PERS Hospital and Medical Care Act (Administrator), Employee selects one of 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, as defined by the state, and Children included.	See Cost below Employee pays any specific plan deductibles or co-payments.
	The City pays the difference between the PEMHCA minimum and maximum of 80% of the Kaiser Region 1 rate 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.			
MEDICAL FLEX	Employees eligible for \$400 a month in lieu of City paid medical insurance if employee has other medical insurance.	First of month after hire (earliest)	Employee	None

NOTE: This is a summary of benefits extracted from the City CAMP Agreement dated July 1, 2024 – June 30, 2026.

Revised September 2024

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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 date of hire	Employee, spouse, and dependent children under age 26. Domestic Partner as defined by the state and children included.	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 Domestic Partner	City paid premium
LONG TERM DISABILITY	60 day waiting period. 60% of monthly salary. Max. monthly benefit \$5,500.	First day of month after six months of employment	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
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	5 visits per year for employee and each eligible family member. Counseling and referral service.	Upon hire	Employee, spouse, dependent children. Domestic Partner, as defined by the state and children included.	City paid premium
DEFERRED COMPENSATION	IRS 457 plan	Upon hire	Employee	Elective Benefit 100% employee paid
The City offers an optional deferred compensation program with annual contribution limits set by 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 determined by IRS.				
RETIREMENT HEALTH SAVINGS PROGRAM	City contributes 1.5% of Employees' base monthly salary to the RHSP	Upon hire	Employee	City paid contribution
UNIFORM ALLOWANCE	If employees in the CAMP bargaining unit are required to wear uniforms, the parties will meet and confer over the subject of a uniform allowance.			
EDUCATION REIMBURSEMENT	Up to \$2,000/fy	Upon hire	Employee	-0-
BILINGUAL PAY	City pays \$75/mo	Upon hire	Employee	-0-

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2024

Revised September