



# CITY OF SUISUN CITY EMPLOYEE BENEFIT SUMMARY

If you have any questions regarding employee benefits, please contact Human Resources staff at (707) 421-7327.

BENEFIT	SCPOA (Suisun City Police Officer's Assoc.)	SCEA (Suisun City Employee Assoc.)	SCMPEA (Suisun City Mgmt & Professional Employees' Assoc.)	UNREPRESENTED
<b>TERM OF CURRENT M.O.U.</b>	December 31, 2020	December 31, 2020	December 31, 2020	December 31, 2020
<b>DEFERRED COMPENSATION</b>	Voluntary contribution – no city match.	Voluntary contribution. City match up to \$100/pay period.	Voluntary contribution. City match up to \$118 or 4%/pay period, whichever is greater.	Voluntary contribution. City match up to 3.5%/pay period.
<b>RETIREMENT (CAL PERS)</b>	<p><b>Classic PERS 3% @ 50 police safety formula</b> - City pays full Employer contribution plus 5% of Employee contribution; Employee pays 4% of salary.</p> <p><b>PEPRA PERS 2.7% @ 57</b> – contributions set by statute; Employee contribution 11.50%.</p> <p><b>Retiree Medical</b> – City pays CalPERS monthly minimum; Employee pays premium.</p>	<p><b>Classic PERS 2% @ 55 miscellaneous formula</b> - City pays full Employer &amp; Employee contributions.</p> <p><b>PEPRA PERS 2.7% @ 57 miscellaneous formula</b> – contributions set by statute; Employee contribution 6.25%.</p> <p><b>Retiree Medical</b> – City pays CalPERS monthly minimum; Employee pays premium.</p>	<p><b>Classic PERS 2% @ 55 miscellaneous formula</b> - City pays full Employer &amp; Employee contributions.</p> <p><b>Classic PERS 2% @ 55 fire safety formula</b> - City pays full Employer &amp; Employee contributions. <b>PEPRA PERS 2% @ 62 miscellaneous formula</b> – contributions set by statute; Employee contribution 6.25%.</p> <p><b>PEPRA PERS 2.7% @ 57 fire safety formula</b> – contributions set by statute; Employee contribution 9.50%.</p> <p><b>Retiree Medical</b> – City pays CalPERS monthly minimum; Employee pays premium.</p>	<p><b>Classic PERS 2% @ 55 miscellaneous formula</b> - City pays full Employer &amp; Employee contributions.</p> <p><b>PEPRA PERS 2% @ 62 miscellaneous formula</b> – contributions set by statute; Employee contribution 6.25%.</p> <p><b>Retiree Medical</b> – City pays CalPERS monthly minimum; Employee pays premium.</p>
<b>SOCIAL SECURITY</b>	The City does not participate in Social Security, but does withhold the required Medicare portion.			
<b>DENTAL INSURANCE</b>	The City offers Delta Dental insurance with the premium paid by employee. Premiums range from \$66, employee only, to \$179 for full family coverage. Dependent children are eligible for coverage until age 26. Employee is eligible for dental 1 month after hire date.			
<b>VISION INSURANCE</b>	Vision insurance is offered through VSP with premium paid by employee. Premiums range from \$9 to \$24, for employees and eligible dependents. Dependent children are eligible for coverage until age 26. Employee is eligible for vision 1 month after hire.			
<b>MEDICAL INSURANCE OPTIONS</b>	The City participates in PERS, with several health plans available to choose from. The City pays health premiums up to the Kaiser family rate of \$1,997, with no employee contribution. The City will pay health premiums at the 2018 Kaiser rate for employees that do not select Kaiser. Dependent children are eligible for coverage until age 26. Medical coverage begins the first of the month following hire date.			

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<b>MEDICAL IN-LIEU</b>	For employees covered by other health insurance, a monthly Flexible Benefit Credit that can be used to offset dental premiums, flexible spending accounts or a taxable cash option according to the following monthly limits:			
	\$400 (Employee only) \$575 (Employee plus 1 or more)	\$400 (Employee only) \$575 (Employee plus 1 or more)	\$400 (Employee only) \$575 (Employee plus 1 or more)	\$525 (Employee only) \$700 (Employee plus 1 or more)
<b>LIFE INSURANCE</b>	\$200,000 of coverage for employee only, paid by the City, from the date of hire.			
<b>SICK LEAVE</b>	96 hours of sick leave per year accrued at 3.69 per pay period without limit. Is not eligible for buy back or payment upon separation. May be converted to CalPERS service credit upon retirement.			
<b>VACATION LEAVE</b>	80 hours per year, 120 hours per year after five years, 144 hours per year after 10 years, 160 hours per year after 15 years.	80 hours per year, 120 hours per year after five years, 144 hours per year after 10 years, 160 hours per year after 15 years, 184 hours per year after 19 years.		120 hours per year up to 200 hours per year depending on longevity.
<b>HOLIDAY LEAVE</b>	In lieu of observing Municipal Holidays as provided in the Personnel Rules, Holiday leave is accrued at 4 hours per pay period.	11 paid holidays and 2 floating holidays per year. Public Safety Dispatchers accrue holiday leave at 4 hours per pay period.	11 paid holidays and 2 floating holidays per year.	
<b>EXECUTIVE LEAVE</b>	N/A	N/A	120 hours per year added July 1 of each year.	
<b>BEREAVEMENT LEAVE</b>	Employee is entitled to Bereavement Leave, following the death of a member of the Immediate Family, as defined in the Personnel Rules - 3 days for in-state arrangements/funerals; up to 5 days for out of state.			
<b>WORK SCHEDULE</b>	12-hour shifts scheduled to provide 24/7 coverage.	Alternative 9/80 work schedule. Public Safety Dispatchers - 12-hour shifts scheduled to provide 24/7 coverage.	Alternative 9/80 work schedule, excluding Fire Captains.	Alternative 9/80 work schedule.
<b>INCENTIVE PAY</b>	POST Basic 1% POST Intermediate 5% POST Advanced 5% Bilingual pay \$46.15/pay period	5% Certified Arborist (PW only) 5% Class A Driver (PW Only) 3% for AA degree or higher. Bilingual pay \$46.15/pay period	3% Degree beyond job requirement 1.5% Chief Officer (Fire) 1.5% Paramedic	3% Degree beyond job requirement
<b>TUITION REIMBURSEMENT</b>	\$1,000/year in pursuit of degree \$750/year job-related courses \$10,000 Safety Education Loan Forgiveness Plan to pursue BA, MA or PhD.	50% of per unit cost at Solano College up to \$1,000 per employee per year.	50% of per unit cost at Solano College up to \$1,000 per employee per year.	
<b>UNIFORM ALLOWANCE</b>	\$1,300	Dispatcher \$500 Community Svcs Ofcr \$500 PW Maintenance Worker \$250	Police Commander \$1,300 Admin. Fire Capt. \$1300 Dispatch Supervisor \$900 PW Supervisors – uniform provided, \$150 annual boot reimbursement	Police Chief \$1,300 Fire Chief \$1,300
<b>PHYSICAL FITNESS PROG.</b>	\$250/year reimbursement	N/A	N/A	N/A

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<b>NIGHT TIME DIFFERENTIAL</b>	2.5% for Police Officers and Sergeants.	N/A	N/A	N/A
<b>AUTO ALLOWANCE</b>	N/A	N/A	N/A	\$300/month or city vehicle.
<b>THIRD-PARTY BENEFITS</b>	AFLAC; available PORAC programs	AFLAC	AFLAC	AFLAC