



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
TERM OF CURRENT M.O.U.	December 31, 2018	December 31, 2018	December 31, 2018	December 31, 2018
DEFERRED COMPENSATION	Voluntary contribution – no city match.	Voluntary contribution. City match up to \$75/pay period.	Voluntary contribution. City match up to \$118/pay period.	Voluntary contribution. City match up to \$165/pay period.
RETIREMENT (CAL PERS)	<p>Classic PERS 3% @ 50 police safety formula - City pays full Employer contribution plus 5% of Employee contribution; Employee pays 4% of salary.</p> <p>PEPRA PERS 2.7% @ 57 – contributions set by statute; Employee contribution 11.50%.</p> <p>Retiree Medical – City pays CalPERS monthly minimum; Employee pays premium.</p>	<p>Classic PERS 2% @ 55 miscellaneous formula - City pays full Employer & Employee contributions.</p> <p>PEPRA PERS 2.7% @ 57 miscellaneous formula – contributions set by statute; Employee contribution 6.25%.</p> <p>Retiree Medical – City pays CalPERS monthly minimum; Employee pays premium.</p>	<p>Classic PERS 2% @ 55 miscellaneous formula - City pays full Employer & Employee contributions.</p> <p>Classic PERS 2% @ 55 fire safety formula - City pays full Employer & Employee contributions.</p> <p>PEPRA PERS 2% @ 62 miscellaneous formula – contributions set by statute; Employee contribution 6.25%.</p> <p>PEPRA PERS 2.7% @ 57 fire safety formula – contributions set by statute; Employee contribution 9.50%.</p> <p>Retiree Medical – City pays CalPERS monthly minimum; Employee pays premium.</p>	<p>Classic PERS 2% @ 55 miscellaneous formula - City pays full Employer & Employee contributions.</p> <p>PEPRA PERS 2% @ 62 miscellaneous formula – contributions set by statute; Employee contribution 6.25%.</p> <p>Retiree Medical – City pays CalPERS monthly minimum; Employee pays premium.</p>
SOCIAL SECURITY	The City does not participate in Social Security, but does withhold the required Medicare portion.			
DENTAL INSURANCE	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.			
VISION INSURANCE	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.			
MEDICAL INSURANCE OPTIONS	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. Dependent children are eligible for coverage until age 26. Medical coverage begins the first of the month following hire date.			

BENEFIT	SCPOA	SCEA	SCMPEA	UNREPRESENTED
MEDICAL IN-LIEU	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:			
	\$300	\$300	\$300 (Employee only) \$473 (Employee plus 1 or more)	\$300 (Employee only) \$473 (Employee plus 1 or more)
LIFE INSURANCE	\$200,000 of coverage for employee only, paid by the City, from the date of hire.			
SICK LEAVE	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.			
VACATION LEAVE	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.		
HOLIDAY LEAVE	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.	
EXECUTIVE LEAVE	N/A	N/A	80 hours per year added July 1 of each year.	
BEREAVEMENT LEAVE	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.			
WORK SCHEDULE	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.
INCENTIVE PAY	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		
TUITION REIMBURSEMENT	\$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.
UNIFORM ALLOWANCE	\$1,000	Dispatcher \$500 Community Svcs Ofcr \$500 PW Maintenance Worker \$250	Police Commander \$1,000 Admin. Fire Capt. \$700 Dispatch Supervisor \$500 PW Supervisors – uniform provided, \$150 annual boot reimbursement	Police Chief \$1,000 Fire Chief \$1,000
PHYSICAL FITNESS PROG.	\$250/year reimbursement	N/A	N/A	N/A
THIRD-PARTY BENEFITS	AFLAC; available PORAC programs	AFLAC	AFLAC	AFLAC