



LOCAL ONE BENEFIT SUMMARY

If you have any questions on this benefit sheet or any other benefits, please contact the Human Resources Dept. at (707) 678-7000.

CONTRACT TERM	7/1/22 – 6/30/25
SALARY INCREASE	07/22 5.0% 07/23 4.0% 07/24 4.0% Equity increase varies by class. See MOU for details.
CALPERS RETIREMENT	Tier One - 2.5% @ 55 - "Classic" members hired before December 16, 2012. Tier Two - 2% @ 60 - "Classic" members hired on/after December 16, 2012. Tier Three - 2% @ 62 - "New" members hired on/after January 1, 2013. See the specific Memorandum of Understanding (MOU) for tier eligibility and contribution amounts.
SOCIAL SECURITY	The City does <u>not</u> participate in social security. Required Medicare portion (1.45% cost to employee; 1.45% cost to employer). Non-regular employees, who do not participate in PERS, will be enrolled in the PARS ARS 457 Plan (Employee contributes 6.2% of wages and Employer contributes 1.3% of wage).
MONTHLY BENEFIT ALLOWANCE AND SECTION 125 CAFETERIA PLAN	Employees receive a Monthly Benefit Allowance (MBA) from the City as outlined in the specific MOU, in addition to base salary, for the purchase of employee benefits. The MBA will be added to employee's earnings as taxable income and may be used to purchase employee benefits offered by the City. The MBA will not be added to base salary for purposes of calculating PERS contributions or other salary-based incentives. Employees may choose to pay for benefits with pre-tax dollars via election through the Flexible Benefits, IRS Section 125 plan. Eff 1/01/24 EE Only: \$1216/mo EE+1: \$1,430/mo (70% of Kaiser (Region 1) Employee+1 dependent rate) EE+2: \$1,859/mo (70% of Kaiser (Region 1) Employee+2 or more) If no medical is chosen: \$600 of MBA as taxable income. Permanent part-time employees working 20 hrs/wk or more receive a prorated portion of the employee only rate based on hrs worked up to 40 hrs.
MEDICAL INSURANCE THROUGH CALPERS	Choice of: Anthem EPO Del Norte, Anthem HMO Select, Anthem HMO Traditional, Blue Shield Access+, Blue Shield Trio, Health Net Smart Care, Kaiser CA, United HealthCare, PERS Choice, PERS Select, PERS Care, and Western Health Advantage. Dependent children are eligible for coverage until age 26.

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DENTAL INSURANCE	The City will automatically enroll new hires in the DeltaCare DHMO plan at <u>no cost</u> . There is a choice of two dental plans: Delta PPO & DeltaCare DHMO if you wish to enroll dependent(s) based on tiered premiums. Dependent children are eligible for coverage in both plans until age 26.								
VISION INSURANCE	The City will automatically enroll new hires in the VSP plan at no cost. Dependents can be enrolled on tiered premiums. The plan provides coverage for exams and lenses every 12 months and frames every 24 months. Standard lenses are covered at 100 percent after a \$20.00 copayment if you use a network provider.								
LIFE INSURANCE	<p>City Paid: \$25,000 term life and AD&D. Effective: first of month following hire date. Cost is \$0.14 per \$1,000 on the life and \$0.03 per \$1,000 on the AD&D.</p> <p>Employee Paid: Employees can elect \$10,000 increments not to exceed \$500,000 or 5 times their annual salary, whichever is less, for themselves. May also elect \$5,000 increments not to exceed \$250,000 or 50% of the employee's elected benefit for their spouse. Coverage is also available for dependent children. Rates are age banded and based on the employee's or spouse's age per \$1,000 increments. Guaranteed issue \$100,000.</p>								
LONG TERM DISABILITY	<p>City Paid: Provides income protection of 2/3 salary after 60 days for injury or illness.</p> <p>Cost is (\$0.420 per \$100 of covered payroll per month) for all permanent employees regularly scheduled to work twenty (20) hours per week or more.</p>								
VOLUNTARY SUPPLEMENTAL INSURANCE	Products available through AFLAC: Accident Indemnity Advantage, Short-Term Disability Policy, Hospital Advantage Plan, Personal Cancer Care, Hospital Intensive Care Protection.								
FLEXIBLE SPENDING ACCOUNT (FSA)	Employees may elect to allocate each year, on a pre-tax basis, a specified amount from each pay check to be held and reimbursed to them on a tax free basis upon submitting receipts for either unreimbursed Medical and/or Dependent Care expenses. Administered by AFLAC/Maestro.								
DEFERRED COMPENSATION	Voluntary contribution - no City match.								
VACATION	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%;">0-5 years</td> <td>12 days (96 hrs/yr)</td> </tr> <tr> <td>6-10 years</td> <td>15 days (120 hrs/yr)</td> </tr> <tr> <td>11 years +</td> <td>20 days (160 hrs/yr)</td> </tr> <tr> <td>15 years +</td> <td>25 days (200 hrs/yr)</td> </tr> </table> <p>Maximum accrual is 2 times employee current annual accrual. Employee receives payment for all unused vacation time earned but not taken upon separation.</p>	0-5 years	12 days (96 hrs/yr)	6-10 years	15 days (120 hrs/yr)	11 years +	20 days (160 hrs/yr)	15 years +	25 days (200 hrs/yr)
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SICK LEAVE	Unlimited accrual at the rate of 8 hrs per month.								
SICK LEAVE CASH OUT INCENTIVE	<p>Employees with at least two years of service to the City and subsequently retires from the City, a portion of unused sick leave may be converted to cash upon retirement.</p> <p>1-2 years of service: 0%</p>								

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	<p>3-5 years of service: 20%</p> <p>6-10 years of service: 30%</p> <p>11+ years of service: 30% + 2% each year after ten to max of 50%</p> <p>For retiring employees any portion of the sick leave balance not cashed out is converted to PERS service credit.</p>
HOLIDAYS	12 holidays/year plus two floater days.
BILINGUAL INCENTIVE	\$100/month with certified Spanish language skills.
EDUCATION REIMBURSEMENT/INCENTIVE	<p>After 1 year of service, eligible to participate in Education Reimbursement Program. \$800 per year for courses in keeping with field of employment.</p> <p>Community Service Officer I/II shall be entitled to receive an additional 2.5% of their Base Salary per certificate to a maximum of 5% per employee. See MOU for qualifying certificates.</p>
CRIME SCENE INVESTIGATION INCENTIVE	A Community Service Officer I & Community Service Officer II who holds a CSI rating may be eligible for a 2.5% incentive.
BEREAVEMENT LEAVE	In the event of death of a "Family Member" (see Policy for definition), each full-time or benefited part-time employee shall be eligible for up to 5 working days of bereavement leave per incident, 3 of the 5 days will be City paid. If the employee is required to travel outside of the state of California, employee will receive up to 5 working days of City paid Bereavement Leave per incident
MILEAGE REIMBURSEMENT	Employees driving their personal vehicles to conduct City business may receive mileage reimbursement in accordance with IRS rates.
EMPLOYEE ASSISTANCE PROGRAM (EAP)	Employees and/or family members may receive up to six (6) sessions per person, per incident at no cost. Administered by ACI. City pays \$2.13 per employee a month.
ADMIN LEAVE PAY (for FLSA exempt employees)	NA
OVERTIME	<p>FLSA covered employees earn 1-1/2 of the employee's regular rate of pay as defined by FLSA. Eligible employees receive either pay or earn Comp Time up to a max of 144 hrs.</p> <p>Overtime is paid after 40 hrs per work week.</p>
SHIFT DIFFERENTIAL	NA
UNIFORM ALLOWANCE	Maintenance Workers - Safety jackets and boots, if needed, shall be provided or reimbursed by approval of Dept. Head. 11 uniforms per 2 week period. Community Service Officers - \$1,000/fiscal year (See MOU for details).
CALL BACK PAY	Min of 2 hrs at 1-1/2 times the regular rate of pay, unless already scheduled as stand-by, then a min of 1 hr at 1-1/2 times regular rate of pay.
TRAINING PAY	NA
CANINE (K-9) PAY	NA
COURT APPEARANCE	NA
STAND BY PAY	<p>For emergency call-out on weekends, holidays, days off & weekday evenings:</p> <p>\$60/weekday evening</p>

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	\$150/weekend day \$150/holidays
ACTING/OUT OF CLASS PAY	Pursuant to City of Dixon Personnel Rules 3.11.3.
PHYSICAL FITNESS PROGRAM	NA
LONGEVITY	3% after 5 yrs of svcs (YOS) 3% after 10 YOS 4% after 15 YOS
MEDICAL AFTER RETIREMENT	One month's premium at the Kaiser +1 dependent rate for each year of full time service to a maximum of 24 months.

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