



CITY OF RIO VISTA BENEFITS Mid-Management

RETIREMENT – The City participates in the California Public Employees' Retirement System (CalPERS). Benefits include 2% @ 55 formula, military buy back option and credit for a portion of unused sick leave upon retirement. Vested at five (5) years of continuous service.

Hire date on or after 1/1/13 and deemed "PEPRA" member: (New member = no prior PERS/reciprocal employment or a break in service greater than 6 months). Formula for new members is 2% at 62 with a required employee contribution and three (3) year's final compensation.

Hire date on or before 12/31/12 and deemed "CLASSIC" member: (Classic member = prior PERS/reciprocal employment with less than 6 month break in service) 2% @ 55.

Effective January 1, 2013, every new enrollment will be tested by CalPERS against this definition of "new member", regardless of whether the enrollment is for a first-time CalPERS member or existing CalPERS member.

Effective January 1, 2016, Classic members shall pay the employee's share of 7%.

SOCIAL SECURITY/MEDICARE - The City participates in Social Security (6.2%) and Medicare (1.45%). Effective the pay period after April 7, 2015, employees shall pay 1.25% of the employee's share. Effective January 1, 2016, employees shall pay an additional 1.25%, for a total of 2.5% of the employee's share. **Effective October 1, 2017, employee shall pay an additional 5.15%, for a total of 7.65% employee contribution.**

DEFERRED COMPENSATION – Employee may participate in the City's Deferred Comp plan, a 457k plan with Voya. The City provides no match.

HEALTH INSURANCE – Through CalPERS, employees have several plans in which to choose from; three PPO's which include PERS Choice, PERS Select and PERS Care and several HMO's; Kaiser Permanente, Blue Shield of California, Health Net of California, UnitedHealthcare and Western Health Advantage.

The City pays 90% and the employee currently contributes 10% of the monthly cost of their selected medical plan.

CASH-IN-LIEU - If Employee elects to forego health coverage through the City, the Employee is entitled to receive a monthly cash-in-lieu benefit of **\$600 for 2-party coverage or \$750 for family coverage.**

DENTAL INSURANCE – Currently the City pays 100% for employee and family. The City offers one plan, Guardian.

VISION INSURANCE – Currently the City pays 100% for employee and family. The City offers one plan, VSP.

LIFE INSURANCE – Currently the City pays 100% for employee only. The City offers a \$25,000 plan through The Standard.

LEAVES –

Holiday – Fifteen (15) observed holidays including two floating holidays. One floating holiday may be carried over.

Vacation – 12 days accrued for years 1 – 3, 15 days accrued for years 4 - 7 years, 18 days accrued for years 8 – 11, and up to 25 days for 20 years and over

Sick Leave – 3.69 hours per pay period (26 pay periods per year)

Management Leave – 60 hours allocated on January 1 of each year to be used by December 31st

Other Leaves – Bereavement, Jury Duty and Military Leave

LONGEVITY – Effective July 1, 2017, a 2.5% longevity step increase will be granted after an employee completes his/her 7.5 years of service, 10 years of service, 12.5 years of service and 15 years of service. Employees shall receive a 5% longevity step increase when they reach their 20th year of service. The longevity step increase will be included as part of the base pay for the computation of overtime, holiday pay and vacation pay.

Please refer to the MOU for more detailed information.

To the extent allowable by applicable law, employee contributions toward the employee's PERS and Health contributions will be deducted on a pre-tax basis.