



## **CITY OF RIO VISTA BENEFITS Miscellaneous OE3**

**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 floater 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)

**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 20<sup>th</sup> 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.*