



Fire Managers Group (FMG)

November 1, 2022-October 31, 2025

BENEFITS SUMMARY



This is only a summary of benefits. Benefits are governed by the City's personnel rules, any applicable collective bargaining agreement, or the plan documents issued by the carrier or provider and are subject to change.

PAY AND TIME OFF

PAY/WORK SCHEDULE

Salary increases for the 11/01/22-10/31/25 contract are:

5% COLA + 0.2% Compaction Adjustment on 11/1/2023

4% COLA + 0.51% Compaction Adjustment on 11/1/2024

Employees are paid on a bi-weekly basis (every other Friday). Current salaries can be found on the City's website at ci.vacaville.ca.us/government/human-resources.

Shift employees work a 48/96 schedule. Alternative work schedules (i.e., 9/80 or 4/10) are available to Chief Officers assigned to a 40-hour work week with Fire Chief approval.

HOLIDAYS (3.38% Holiday Pay in lieu of time off)

Employees receive ninety-six (96) hours designated as holidays, which will be taken in the same manner as vacation. These hours will be shown in the employee's vacation accrual. In addition, employees shall receive pay equal to three percent (3%) of base pay, in lieu of time off on City approved holidays.

VACATION* (15 days for the first year, up to 25 days per year after 15+ years)

Vacation time is accrued per pay period. Eligible for cash out up to 80 hours once per calendar year.

Fire Deputy Chief		Non-Shift (Fire Battalion Chief)		Shift Employees (Fire Battalion Chief)	
0-5 Years:	160 Hours	0-5 Years:	160 Hours	0-2 Years:	72 Hours
5-15 Years:	200 Hours	6-15 Years:	200 Hours	2-4 Years:	144 Hours
15+ Years:	240 Hours	15+ Years:	240 Hours	4-6 Years:	216 Hours
Bonus of 5 days (40 hours) lump sum credit at 5 and 15 years of service.		Bonus of 5 days (40 hours) lump sum credit at 5 and 15 years of service.		6-11 Years:	276 Hours
				11-13 Years:	288 Hours
				13-15 Years:	312 Hours
				15+ Years:	336 Hours
				Bonus of 5 shifts (120 hours) lump sum credit at 5 and 15 years of service.	

SICK LEAVE* (12 days or 9 shifts per year)

Non-shift employees accrue sick leave every pay period at a rate of 12 days per year. Shift employees accrue sick leave every pay period at a rate of 9 shifts per year. Employees may be eligible to cash out up to half of their unused sick leave accrual once per year. Employees who retire on normal service retirement may elect to receive 25% of their sick leave balance in cash, while 75% will be converted into service credit with CalPERS.

ADMINISTRATIVE LEAVE* (96 hours per year for shift employees, 64 hours per year for non-shift)

Administrative leave is accrued per pay period at the rate of 4 shift (96 hours) for Battalion Chiefs and 8 days (64 hours) for Deputy Chiefs and the Administrative Battalion Chief per year. Battalion Chiefs and Deputy Chiefs are eligible for 2 additional shifts or 2 additional days of administrative leave upon Department Head approval every November. Administrative Leave is eligible for cash out once per year.

*More information can be found in the Memorandum of Understanding located on the City's website at ci.vacaville.us/government/human-resources/benefits-mous.



MEDICAL, VISION, DENTAL, & LIFE INSURANCE

Medical, Vision, Dental, and Life Insurance are effective the first of the month following date of hire.

MEDICAL INSURANCE *(Employer covers up to 85% of Kaiser Premium & other plans also available)*

The City of Vacaville offers a wide range of choices through the CalPERS health program. The maximum City of Vacaville contribution for calendar year 2023 is:

Single coverage: \$776.68/month
 Double coverage: \$1,553.36/month
 Family coverage: \$2,019.37/month

Employee pays the difference through pre-tax payroll deduction.

For more information, please visit www.calpers.ca.gov/page/active-members/health-benefits/plans-and-rates.

VISION INSURANCE *(Employer covers 100% of monthly premium)*

The City of Vacaville currently pays 100% of the monthly premium for vision. Vision Service Plan (VSP) has a large network of providers and an online retailer. Visit www.vsp.com to find providers.

Current Vision Plan Benefits	VSP Network	Non-Network
Exam (Every 12 Months)	\$10 copay	Plan pays up to \$45
Single Lenses (Every 12 Months) Bifocal Lenses Trifocal Lenses Contact Lenses Elective	Covered in Full Covered in Full Covered in Full \$120 Allowance	Plan pays up to \$30 Plan pays up to \$50 Plan pays up to \$65 Plan pays up to \$105
Frames (Every 24 Months)	\$150 Allowance	Plan pay up to \$70

DENTAL INSURANCE *(Employer covers 100% of monthly premium)*

The City of Vacaville currently pays 100% of the monthly premium for the dental plan. Delta Dental has a large network of providers. Visit www.deltadentalins.com to find providers.

Current Dental Plan Benefits	Delta Dental PPO	Premier and Non-Delta*
Calendar Year Maximum	\$2,500	\$1,500
Lifetime Deductible Individual/Family	\$0	\$25/\$75
Diagnostic and Preventative	100% (Deductible waived)	100% (Deductible waived)
Basic Services	95%	85%
Major Services	80%	60%
Orthodontia (Lifetime Max \$2,500) Children and Adults	50%	50%

LIFE/AD&D INSURANCE *(Employer covers 100% of \$75,000 policy/additional elections available)*

The City of Vacaville currently provides \$75,000 Basic Life/AD&D insurance coverage at no cost to you.

Supplemental Life/AD&D Insurance can also be purchased for up to 5 times your salary or up to \$500,000

(whichever is less), up to \$250,000 for their spouse/domestic partner, and can elect coverage for their child(ren).

RETIREMENT

CalPERS PENSION

The City of Vacaville participates in the California Public Employees Retirement System (CalPERS). The Public Employees' Pension Reform Act (PEPRA) of 2013 applies to all public employers and public pension plans, which includes CalPERS.

Classic/New	Formula	Benefits Include
Deemed as "New" member by CalPERS	2.7% @ 57	<ul style="list-style-type: none"> • Three Year Final Compensation • Employee contribution = 12.75%
Deemed as "Classic" member by CalPERS	2.0% @ 50	<ul style="list-style-type: none"> • Three Year Final Compensation • Employee contribution = 12%

Please note that the City of Vacaville *does not* participate in Social Security.

For more information, please go to <https://www.calpers.ca.gov/page/active-members/retirement-benefits>.

DEFERRED COMPENSATION (Up to 6% City Contribution available by 2024)

Currently, employees are eligible to open a 457(k) plan. The City of Vacaville contributes a 6% benefit per pay period with a 4% match by the employee.

RETIREE MEDICAL

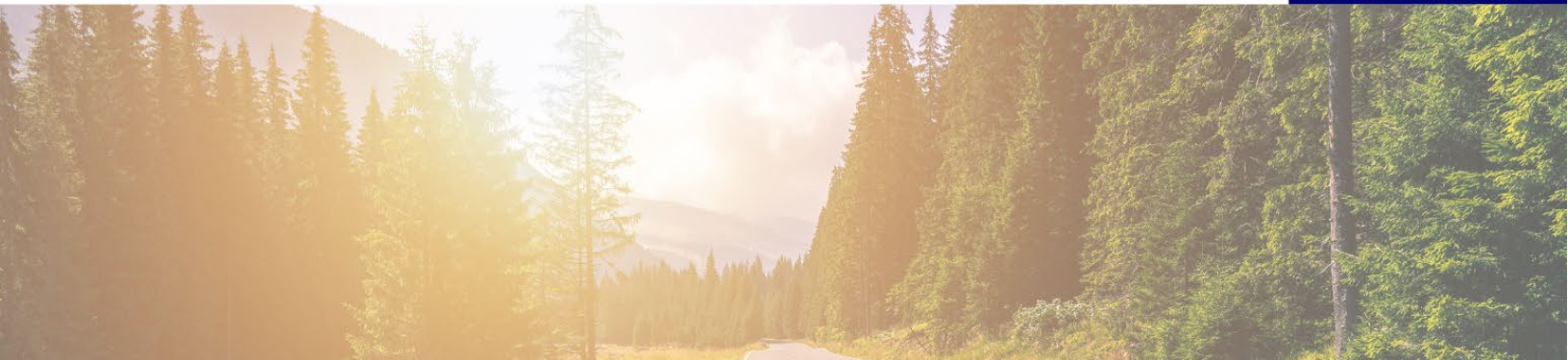
Retiree medical coverage currently provided based on years of service at time of retirement in addition to Employer and Employee contributions to Retiree Health Savings account while active.

City of Vacaville Contribution	
Years of Service	Contribution
10 through 14 years	\$100/month
15 through 19 years	\$150/month
20+ years	\$200/month

Retirement Health Savings Account		
Years of Service	Employee	Employer
Completion of Probation through 5 years	\$23.08/pay period	\$23.08/pay period
5 through 7 years	\$27.69/pay period	\$32.31/pay period
7 through 10 years	\$32.31/pay period	\$36.92/pay period
10+ years	\$36.92/pay period	\$46.15/pay period

*If you were hired on or after 12/01/2018, please see MOU for details located here:

ci.vacaville.us/government/human-resources/benefits-mous.



OTHER BENEFITS

PREMIUM PAYS

The City of Vacaville offers premium pays to employees who are eligible. Examples of premium pays include Senior Leadership Program for an additional 5% of base pay for Level I and 10% of base pay for Level II; Associate degree pay for an additional 2.5% of base pay; Bachelor Degree pay for an additional 5% of base pay; and EMT Differential for an additional 2% of base pay.

***More information can be found in the Memorandum of Understanding located on the City's website at ci.vacaville.us/government/human-resources/benefits-mous**

VOLUNTARY SHORT TERM DISABILITY (STD)

The City of Vacaville offers the opportunity for all full-time employees to apply for Voluntary Short Term Disability Insurance and be able to pay the premiums through payroll deduction. Short Term Disability will cover up to 60% of your salary while you are off work after a 7-day waiting period.

****The City of Vacaville does not participate in the State's Short Term Disability program (SDI).**

FLEXIBLE SPENDING ACCOUNTS

The Flexible Spending Accounts (FSA) are a great way to use pre-tax dollars to pay for expenses paid with after-tax dollars! Employees may enroll in either or both the Medical Spending Account or the Dependent Care Spending Account. Maximum amounts that you may contribute are determined annually by the IRS.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

The City offers an Employee Assistance Program (EAP) administered by CONCERN: EAP and provides a variety of professional counseling services for family, marital, financial, legal, emotional, stress, mental health or substance abuse problems. This program also provides consultation and referral services in tax preparation, child and elder care, and pre-retirement planning. You can even get a free copy of your credit report! These services are entirely confidential and are free to employees and family members for up to a maximum of eight authorized sessions per incident per year.

EDUCATIONAL ALLOWANCE

Tuition reimbursement and student loan repayment is available up to a maximum of \$2,000 per fiscal year.

AFLAC

Accident Insurance and Critical Illness Insurance are available for employees through AFLAC.

MORE INFORMATION

The City of Vacaville has many benefits to offer, all of which are outlined in the unit's Memorandum of Understanding. For more information regarding benefits that The City of Vacaville has to offer, please feel free to contact City of Vacaville Human Resources at 707-449-5101.

