

CITY OF VALLEJO
BENEFITS COSTS

BARGAINING UNIT

Vision Service Plan

Premiums effective 2/1/05

\$12.79/EE Only

\$27.90/EE+

CAMP

City pays 100% of premium

COUNCIL

*City pays 75% of premium

EXEMPT

*City pays 75% of premium

IAFF

City pays 100% of premium

IBEW

City pays 100% of premium

VPOA

City pays 100% of premium

***25% Employee Contribution effective February 1, 2010**

BARGAINING UNIT

Delta Dental Plan (Self-Funded)

Rates Based on average of claims

Family Coverage

CAMP

\$175.00 – City pays full premium

COUNCIL

*\$131.25 – City pays 75% of premium

EXEMPT

*\$131.25 – City pays 75% of premium

IAFF

\$175.00 – City pays full premium

IBEW

\$125.00 – City pays full premium

VPOA

\$150.00 – City pays full premium

***25% Employee Contribution effective February 1, 2010**

BARGAINING UNIT

Long Term Disability Insurance

CAMP, EXEMPT, IBEW

\$.42 per \$100

IAFF

\$12.00 (union policy)

VPOA

None

100% Contribution by the City

CAMP, EXEMPT, IBEW Rates Effective 1/1/10

BARGAINING UNIT

Employee Assistance Program

CAMP, COUNCIL, EXEMPT IAFF,
IBEW, VPOA

\$4.46/Employee

Paid by the City

BARGAINING UNIT

Life Insurance

CAMP/IAFF/VPOA/IBEW

40,000 LIFE 40,000 AD&D
\$0.14 PER \$1,000 \$0.03 PER \$1,000
Monthly premium paid by the City
Life Rate Effective 1/1/10

COUNCIL/EXEMPT

Voluntary Plan Available as of January 1, 2010
25% participation requirement (currently no one enrolled)

BARGAINING UNIT

HEALTH INSURANCE

CalPERS Health Benefits - Kaiser Bay Area rates effective 1/1/11

<u>Level of Coverage</u>	<u>100% of Kaiser Premium</u>
Employee Only	\$568.99
Employee + 1 Dep	\$1,137.98
Family	\$1,479.37

CAMP

Employees hired prior to January 1, 2010 City pays 80% of Kaiser Bay Area Premium/20% paid through flex plan. Employees hired January 1, 2010 the City pays 80%. Retirees are at 80%.

<u>Level of Coverage</u>	<u>80% of Premium</u>	<u>20% through flex</u>
Employee Only	\$455.19	\$113.80
Employee + 1 Dep	\$ 910.38	\$227.60
Family	\$1,183.50	\$295.87

COUNCIL

Effective February 1, 2010 City pays \$300.00 and the difference between \$300 and maximum of 75%% of the Kaiser Bay Area rate paid through flex plan. Retirees are at \$300.00.

<u>Level of Coverage</u>	<u>\$300.00 Contribution</u>	<u>Paid through Flex</u>
Employee Only	\$300.00	\$126.74
Employee + 1 Dep	\$300.00	\$553.49
Family	\$300.00	\$809.53

EXEMPT

Effective February 1, 2010 City pays \$300.00 and the difference between \$300 and maximum of 75%% of the Kaiser Bay Area rate paid through flex plan. Retirees are at \$300.00.

<u>Level of Coverage</u>	<u>\$300.00 Contribution</u>	<u>Paid through Flex</u>
Employee Only	\$300.00	\$126.74
Employee + 1 Dep	\$300.00	\$553.49
Family	\$300.00	\$809.53

IAFF

Effective July 1, 2011 City pays \$300.00 and the difference between \$300 and maximum of 75%% of the Kaiser Bay Area rate paid through flex plan. Retirees are at \$300.00.

<u>Level of Coverage</u>	<u>\$300.00 Contribution</u>	<u>Paid through Flex</u>
Employee Only	\$300.00	\$126.74
Employee + 1 Dep	\$300.00	\$553.49
Family	\$300.00	\$809.53

IBEW

Effective February 1, 2011 City pays \$300.00 and the difference between \$300 and maximum of 75%% of the Kaiser Bay Area rate paid through flex plan. Retirees are at \$300.00.

<u>Level of Coverage</u>	<u>\$300.00 Contribution</u>	<u>Paid through Flex</u>
Employee Only	\$300.00	\$126.74
Employee + 1 Dep	\$300.00	\$553.49
Family	\$300.00	\$809.53

VPOA

Effective January 1, 2010 City pays 100% of Kaiser Bay Area Premium for both Active and Retirees.

<u>Level of Coverage</u>	<u>100% of Kaiser Premium</u>
Employee Only	\$568.99
Employee + 1 Dep	\$1,137.98
Family	\$1,479.37

BARGAINING UNIT

PERS RETIREMENT SYSTEM

	<u>Employer Contribution</u>	<u>EE Contribution</u>
IBEW, CAMP, EXEMPT FY 2010/2011	18.421%	9%
IAFF, VPOA FY 2010/2011	32.564%	9%

BARGAINING UNIT

SOCIAL SECURITY

	<u>City Contribution</u>	<u>EE Contribution</u>
IBEW, EXEMPT, CAMP	7.65% (6.2% SSI, 1.45% Medicare)	5.65% Eff. 1/1/12 rate will return to 7.65%
IAFF, VPOA	1.45% Medicare Only Employees hired after 4/1/86	1.45% Medicare only