

# BENEFITS SUMMARY



## Confidential Employees

<b>Term of Agreement</b>	Updated Annually	
<b>Compensation</b>		
<b>Education Incentive</b>	Hired BEFORE 7/1/2012:	Hired 7/1/2012 or AFTER (Tier II Employees):
	If degree is not used to meet minimum requirements for the position:  Associate's Degree      \$75 per month Bachelor's Degree      \$125 per month	Not eligible for education incentive
<b>Longevity</b>	Hired BEFORE 7/1/2012:	Hired 7/1/2012 or AFTER (Tier II Employees):
	2.5% @ 7 years 5.0% @ 10 years 7.5% @ 15 years	Not eligible for longevity
<b>Compensatory Time Off (CTO)</b>	Earned at time and a half. Maximum accrual 96 hours. Cashed out, up to 40 hours once per year - in Pay Period 24.	
<b>Health and Welfare</b>		
<b>Health</b>	\$1,093 per month – City contribution (remaining premium, if any, paid by employee).	
<b>Dental</b>	City Paid - Employee \$67.11, Employee + Spouse \$115.11, Employee + Children \$108.34, Employee + Family \$162.51	
<b>Vision</b>	City Paid – Employee \$7.60, Employee + 1 Dependent \$13.70, Employee + Family \$19.60	
<b>Flexible Spending</b>	The City will make available this plan pursuant to IRS Section 125. Allows payroll deduction of pre-tax dollars for: <ul style="list-style-type: none"> <li>• Health Care Expenses (\$2,600 max for 2017)</li> <li>• Dependent Care Expenses (\$5,000 max)</li> </ul>	
<b>Life and AD&amp;D Insurance</b>	Hired BEFORE 7/1/2012:	Hired 7/1/2012 or AFTER (Tier II Employees):
	\$100,000	\$50,000
<b>Long Term Disability</b>	Up to 50% of pre-disability earnings, up to the maximum of \$6,000; 90 day waiting period (City paid).	
<b>Medicare</b>	1.45% tax (Paid by employer and employee.)	
<b>Short Term Disability (SDI)</b>	.9% tax to maximum taxable wage limit, may adjust annually (City paid).	

## Reimbursements

### Health Coverage Reduction Incentive

Employees with less than full family coverage for health, dental and vision may receive incentive pay of \$75-\$250 per month.

### Tuition Reimbursement

\$750 per year maximum with a pre-approved Education Plan.

## Retirement & Deferred Compensation

### Deferred Compensation

457 Plan: Two plans offered – Nationwide and ICMA

Hired BEFORE 7/1/2012:	Hired 7/1/2012 or AFTER (Tier II Employees):
City Match: \$200 per month No Match: \$200 per month	Not eligible for City contributions

401(a) Plan: Available at time of hire.

### Retirement System

California Public Employee Retirement System (CalPERS)

Hired BEFORE 1/1/2013:	Hired 1/1/2013 or AFTER:
<b>CLASSIC PERS</b> Member Formula: 2% @ 55 Contributions: Employer: 19.321% (City Paid) Employee: 7% (Employee Paid)	<b>PEPRA PERS</b> Member Formula: 2% @ 62 Contributions: Employer: 19.321% (City Paid) Employee: 6.25% (Employee Paid)  <b>CLASSIC PERS</b> member Formula: 2% @ 55 Contributions: Employer: 19.321% (City Paid) Employee: 7% (Employee Paid)

**PEPRA PERS** Member: Average of 3 highest years of service compensation.  
 Survivor Benefit: 4<sup>th</sup> Option  
 Credit for Unused Sick Leave: Yes

**CLASSIC PERS** member: Single Highest Year Compensation.  
 Survivor Benefit: 4<sup>th</sup> Option  
 Credit for Unused Sick Leave: Yes

Retiree Health Benefits: City contributes same rate as that for active employees.

### Social Security

City Employees do not contribute to Social Security (FICA).

## Leaves

### Bereavement Leave

Up to 3 days (an additional 2 days of sick leave may be authorized by Department Head) for designated relatives.

### Holidays

Regular: 10 days per year.

Note: A mandatory holiday furlough may be scheduled between the Christmas and New Year's holidays.

### Sick Leave

12 days (96 hours) per year.

At retirement, a portion of sick leave can be cashed out and/or converted to retirement service credit.

<b>Vacation</b>	Days Earned Per Years of Service:	
	1 year	15 days
	2 years	16 days
	3 years	17 days
	4 years	18 days
	5 years	20 days
	10 years	23 days
	15 years	25 days
20+ years	27 days	

<b>Probationary Period</b>	Initial: 12 months
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