



## Confidential Employees Benefits Summary

|  |   |  |
|--|---|--|
| <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:   |
|  | <p>If degree is not used to meet minimum requirements for the position:</p> <p style="margin-left: 40px;">Associate's Degree:      \$75 per month<br/>           Bachelor's Degree:      \$125 per month<br/>           Master's Degree:      \$150 per month</p> | Not eligible for education incentive   |
| <b>Longevity</b>   | Schedule A:   | Schedule B:  |
|  | <p>2.5% @ 7 years<br/>           5.0% @ 10 years<br/>           7.5% @ 15 years</p>   | <p>New hires are assigned to Schedule B.<br/><br/>           When eligible to move to Schedule B, longevity is no longer applicable.</p> |
| <b>Note:</b> Employees hired on or after July 1, 2012, are not eligible for longevity pay. |   |  |
| <b>Compensatory Time Off (CTO)</b>   | <p>Earned at time and a half rate. Maximum accrual 96 hours.<br/>           Cashed out, up to 40 hours once per year - in Pay Period 24.</p>  |  |
| <b>Health and Welfare</b>  |   |  |
| <b>Health</b>  | \$1,200 per month – City contribution (remaining premium, if any, paid by employee).  |  |
| <b>Dental</b>  | City Paid   |  |
| <b>Vision</b>  | City Paid   |  |
| <b>Flexible Spending</b>   | <p>The City will make available this plan pursuant to IRS Section 125. Allows payroll deduction of pre-tax dollars for:</p> <ul style="list-style-type: none"> <li>• Health Care Expenses</li> <li>• Dependent Care Expenses</li> </ul>                           |  |
| <b>Life and AD&amp;D Insurance</b>   | Hired BEFORE 7/1/2012:  | Hired 7/1/2012 or AFTER:   |
|  | \$100,000   | \$50,000   |
| <b>Long Term Disability</b>  | Up to 50% of pre-disability earnings, up to the maximum of \$6,000 per month; 90 day waiting period (City paid).  |  |

| <b>Medicare</b>  | 1.45% tax paid by employer and 1.45% tax paid by employee.   |  |                        |                          |  |   |  |  |
|--|--|--|------------------------|--------------------------|--|---|--|--|
| <b>Short Term Disability (SDI)</b>   | 1.0% tax to maximum taxable wage limit, may adjust annually (City paid).   |  |                        |                          |  |   |  |  |
| <b>Reimbursements</b>  |  |  |                        |                          |  |   |  |  |
| <b>Health Coverage Reduction Incentive</b>   | Employees with less than full family coverage for health, dental and vision may receive incentive pay of \$75-\$250 per month.   |  |                        |                          |  |   |  |  |
| <b>Tuition Reimbursement</b>   | \$750 per year maximum with a pre-approved Education Plan.   |  |                        |                          |  |   |  |  |
| <b>Deferred Compensation &amp; Retirement</b>  |  |  |                        |                          |  |   |  |  |
| <b>Deferred Compensation</b>   | <p>457 Plan: Two plans offered – Nationwide and ICMA</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%; text-align: center;">Hired BEFORE 7/1/2012:</th> <th style="width: 50%; text-align: center;">Hired 7/1/2012 or AFTER:</th> </tr> </thead> <tbody> <tr> <td style="padding: 5px;">                     City Match: \$200 per month<br/>                     No Match: \$200 per month                 </td> <td style="text-align: center; padding: 5px;">                     Not eligible for City contributions                 </td> </tr> </tbody> </table> <p>401(a) Plan: Available at time of hire.</p>   |  | Hired BEFORE 7/1/2012: | Hired 7/1/2012 or AFTER: | City Match: \$200 per month<br>No Match: \$200 per month   | Not eligible for City contributions   |  |  |
| Hired BEFORE 7/1/2012:   | Hired 7/1/2012 or AFTER:   |  |                        |                          |  |   |  |  |
| City Match: \$200 per month<br>No Match: \$200 per month   | Not eligible for City contributions  |  |                        |                          |  |   |  |  |
| <b>Retirement System</b>   | <p>California Public Employee Retirement System (CalPERS)</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%; text-align: center;">CLASSIC</th> <th style="width: 50%; text-align: center;">PEPRA</th> </tr> </thead> <tbody> <tr> <td style="padding: 5px;"> <b>CLASSIC</b> PERS Member Formula: 2% @ 55 Plan<br/>                     Contributions:<br/>                     Employee: 7% (Employee Paid)                 </td> <td style="padding: 5px;"> <b>PEPRA</b> PERS Member Formula: 2% @ 62 Plan<br/>                     Contributions:<br/>                     Employee: 6.25% (Employee Paid)                 </td> </tr> <tr> <td style="padding: 5px;">                     Effective January 5, 2019 all Confidential miscellaneous employees shall contribute an additional one percent (1%) of their salary towards the employer's retirement contribution for a total of nine percent (9%) of the employee's salary.                 </td> <td style="padding: 5px;">                     Effective January 5, 2019, all Confidential employees shall contribute an additional one percent (1%) of their salary, for a total of two percent (2%) towards the employer's retirement contribution.                 </td> </tr> </tbody> </table> <p><b>PEPRA</b> PERS Member: Average of 3 highest years of service compensation.<br/>                     Survivor Benefit: 4<sup>th</sup> Option<br/>                     Credit for Unused Sick Leave: Yes</p> <p><b>CLASSIC</b> PERS member: Single Highest Year Compensation.<br/>                     Survivor Benefit: 4<sup>th</sup> Option<br/>                     Credit for Unused Sick Leave: Yes</p> <p>Retiree Health Benefits: City contributes same rate as that for active employees.</p> |  | CLASSIC                | PEPRA                    | <b>CLASSIC</b> PERS Member Formula: 2% @ 55 Plan<br>Contributions:<br>Employee: 7% (Employee Paid) | <b>PEPRA</b> PERS Member Formula: 2% @ 62 Plan<br>Contributions:<br>Employee: 6.25% (Employee Paid) | Effective January 5, 2019 all Confidential miscellaneous employees shall contribute an additional one percent (1%) of their salary towards the employer's retirement contribution for a total of nine percent (9%) of the employee's salary. | Effective January 5, 2019, all Confidential employees shall contribute an additional one percent (1%) of their salary, for a total of two percent (2%) towards the employer's retirement contribution. |
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| <b>Social Security</b>   | City Employees do not contribute to Social Security (FICA).  |  |                        |                          |  |   |  |  |

## Leaves

|                          |   |        |         |         |         |         |         |         |         |         |         |          |         |          |         |           |         |
|--------------------------|---|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------|---------|----------|---------|-----------|---------|
| <b>Bereavement Leave</b> | Up to 3 days (an additional 2 days of sick leave may be authorized by Department Head) for designated relatives.  |        |         |         |         |         |         |         |         |         |         |          |         |          |         |           |         |
| <b>Holidays</b>          | Regular: 10 days per year.<br><br><u>Note:</u> A mandatory holiday furlough may be scheduled between the Christmas and New Year's holidays.   |        |         |         |         |         |         |         |         |         |         |          |         |          |         |           |         |
| <b>Sick Leave</b>        | 12 days (96 hours) per year.<br><br>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:<br><table style="margin-left: 40px; border: none;"> <tr> <td>1 year</td> <td>15 days</td> </tr> <tr> <td>2 years</td> <td>16 days</td> </tr> <tr> <td>3 years</td> <td>17 days</td> </tr> <tr> <td>4 years</td> <td>18 days</td> </tr> <tr> <td>5 years</td> <td>20 days</td> </tr> <tr> <td>10 years</td> <td>23 days</td> </tr> <tr> <td>15 years</td> <td>25 days</td> </tr> <tr> <td>20+ years</td> <td>27 days</td> </tr> </table> | 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 |
| 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; Promotion: 6 months |
|----------------------------|---|