



Management Employees Benefits Summary

Term of Agreement	This is a summary of benefits, refer to the Management & Confidential Agreement (MOU) for more details. Updated Annually – Effective July 3, 2021.
--------------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Health and Welfare

Health	<p>\$1,200 per month City contribution towards health care insurance for active employees and retirees (remaining premium, if any, paid by employee).</p> <p>Cafeteria Plan (Effective January 1, 2022) – Shall provide each employee a flex credit of \$1,800 per fiscal year for any benefit covered under the Cafeteria Plan (health, dental, vision, long-term disability, and life and AD&D insurance).</p>				
Dental	<p>PPO Plan option, which allows for \$1,000 calendar year maximum benefit (City Paid).</p> <p>Effective January 1, 2022, the City will implement a second dental plan – PPO Enhanced option, which allows for \$1,500 calendar year maximum benefit (employee will pay the difference between the two plans).</p>				
Vision	Effective August 1, 2021, the City will increase the insurance benefit for eyeglass frames up to \$250.00 every 24 months (City Paid).				
Flexible Spending	<p>The City will make available this plan pursuant to IRS Section 125. Allows payroll deduction of pre-tax dollars for up to the maximum amount allowed under IRS Section 125.</p> <ul style="list-style-type: none"> • Health Care Expenses • Dependent Care Expenses 				
Medicare	1.45% tax paid by employer and 1.45% tax paid by employee.				
Life and AD&D Insurance	<table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th style="width: 50%;">Hired BEFORE 7/1/2012:</th> <th style="width: 50%;">Hired 7/1/2012 or AFTER :</th> </tr> </thead> <tbody> <tr> <td>\$200,000</td> <td>\$50,000 - \$200,000</td> </tr> </tbody> </table>	Hired BEFORE 7/1/2012:	Hired 7/1/2012 or AFTER :	\$200,000	\$50,000 - \$200,000
Hired BEFORE 7/1/2012:	Hired 7/1/2012 or AFTER :				
\$200,000	\$50,000 - \$200,000				
Long Term Disability	Up to 60% of pre-disability earnings, up to the maximum of \$6,000; 90-day waiting period (City paid).				
Short Term Disability (SDI)	1.2% 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 be eligible to receive incentive pay of \$75 - \$250 per month.
--------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------

Deferred Compensation & Retirement

Deferred Compensation

- 457 Plan: Carrier - Empower
- 401 (a) Plan: Available at time of hire.

Hired BEFORE 7/1/2012:	Hired 7/1/2012 or AFTER :
<ul style="list-style-type: none"> • \$300 per month City match • \$200 per month no match required 	Not eligible for City contributions

Social Security

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

Retirement System

California Public Employee Retirement System (CalPERS)

CLASSIC	PEPRA
<p><u>Management Miscellaneous :</u></p> <ul style="list-style-type: none"> • CLASSIC PERS Member Formula: 2% @ 55. <p>Contributions:</p> <ul style="list-style-type: none"> • Employee pays 8% (Includes 1% towards the employer’s retirement contribution) • 1/5/19: Employee pays an additional 1% towards the employer’s retirement contribution for a total of 9% of the employee’s salary. <p><u>Management Safety:</u></p> <ul style="list-style-type: none"> • CLASSIC PERS Member Formula: 3% @ 50 <p>Contributions:</p> <ul style="list-style-type: none"> • Employee pay 10% (Includes 1% towards the employer’s retirement contribution) • 1/5/19: Employee pays an additional 1% towards the employer’s retirement contribution for a total of 11% of the employee’s salary. 	<p><u>Management (Miscellaneous):</u></p> <ul style="list-style-type: none"> • PEPRA PERS Member Formula: 2% @ 62 <p>Contributions:</p> <ul style="list-style-type: none"> • PEPRA employees make employee contributions as required by State law and in addition pay 1% towards the employer’s retirement contribution). • 1/5/19: Employee pays an additional 1% towards the employer’s retirement contribution for a total of 2% towards the employer’s retirement contribution. <p><u>Management Safety:</u></p> <ul style="list-style-type: none"> • PEPRA PERS Member Formula: 2.7% @ 57 <p>Contributions:</p> <ul style="list-style-type: none"> • PEPRA employees make employee contributions as required by State law and in addition pay 1% towards the employer’s retirement contribution). • 1/5/19: Employee pays an additional 1% towards the employer’s retirement contribution for a total of 2% towards the employer’s retirement contribution.

PEPRA PERS Member: Average of 3 highest years of service compensation.
Survivor Benefit: 4th Option
Credit for Unused Sick Leave

CLASSIC PERS Member: Single Highest Year Compensation
Survivor Benefit: 4th Option
Credit for Unused Sick Leave

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

Leaves

Bereavement Leave	Up to 3 days for designated relatives.																
Holidays	Regular: 10 days per year. <u>Note</u> : 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.																
Vacation	Days Earned Per Years of Service: <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																
Probationary Period	<ul style="list-style-type: none"> • Initial: 12 months • Promotional: 12 months 																