



Management Employees Benefits Summary

Term of Agreement	Updated Annually					
Health and Welfare						
Health	\$1,200 per month City contribution towards health care insurance for active employees and retirees (remaining premium, if any, paid by employee).					
Dental/Vision	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="background-color: #f4a460;">Hired BEFORE 7/1/2012:</th> <th style="background-color: #f4a460;">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
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\$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)	1.0% 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.					
Deferred Compensation & Retirement						
Deferred Compensation	<ul style="list-style-type: none"> • 457 Plan: Two plans offered – Nationwide and ICMA • 401 (a) Plan: Available at time of hire. <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th style="background-color: #f4a460;">Hired BEFORE 7/1/2012:</th> <th style="background-color: #f4a460;">Hired 7/1/2012 or AFTER :</th> </tr> </thead> <tbody> <tr> <td> <ul style="list-style-type: none"> • \$300 per month City match • \$200 per month no match required </td> <td>Not eligible for City contributions</td> </tr> </tbody> </table>		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
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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. 																
	<p>PEPRA PERS Member: Average of 3 highest years of service compensation. Survivor Benefit: 4th Option Credit for Unused Sick Leave</p> <p>CLASSIC PERS Member: Single Highest Year Compensation Survivor Benefit: 4th Option Credit for Unused Sick Leave</p>																	
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. <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	<p>Days Earned Per Years of Service:</p> <table style="margin-left: 40px;"> <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
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Probationary Period	<ul style="list-style-type: none"> Initial: 12 months Promotional: 6 months or 12 months dependent on the classification. 																	