

Public Safety Managers Employee Benefits Summary



Compensation

Salary Increases

First full pay period in July 2024: All classifications received a 2.0% base salary increase.

Uniform Allowance

\$36.54 per pay period.

Health and Welfare

Cafeteria Plan Flex Dollars

The City contributes \$150 per month toward eligible pre-tax benefits:

- Medical insurance premiums.
- Enhanced dental plan premiums.
- Flex Spending Account.
- Dependent Care Account.
- Pre-tax American Fidelity Insurances: Accident Only Insurance, Cancer Insurance, Hospital Indemnity Insurance.

Flex Dollars cannot be cashed out.

Health/Retiree Health

\$1,200 per month – City contribution towards CalPERS health insurance for active employees and retirees.

Health Coverage Reduction Incentive

Employees not enrolled in medical coverage may be eligible to receive incentive pay of \$225 - \$250 per month.

Flexible Spending Accounts

The City will make available a Flexible Spending Plan pursuant to IRS Section 125. Allows payroll deduction of pre-tax dollars for:

- Health Care Expenses: \$3,200 max for 2025
- Dependent Care Expenses: \$5,000 max for 2025

Dental

- Basic (\$1,000 maximum) – City Paid.
- Buy-Up (\$1,500 maximum) – Employee pays the difference in cost above the basic plan:

Employee-Only: \$8.35 per month
Employee + Child(ren): \$19.20 per month
Employee + Spouse: \$14.62 per month
Family: \$27.58 per month

Vision

City Paid.

Life and AD&D Insurance

- Hired before 07/01/2012: \$200,000
- Hired on or after 07/01/2012 (Tier II Employees):
 - Police Lieutenant: \$100,000
 - Other Classifications: \$50,000

Long Term Disability

Up to 60% of pre-disability earnings, up to the maximum of \$6,000/month; 90-day waiting period – City paid.

Short Term Disability

State Disability Insurance: 1.1% tax (currently) to maximum taxable wage limit – City Paid.

Deferred Compensation & Retirement

Deferred Compensation

457 Plan: Carrier – Empower

- CLASSIC Employees: Up to \$300 per month City Match.
- PEPRA Employees: City will contribute \$200 per month (no match required).

Retirement System

California Public Employee Retirement System (CalPERS).

CLASSIC:

- **Sworn Employees:**
 - CLASSIC CalPERS Safety Member Formula: 3.0% @ 50
 - Employee Contribution: 12%*
- **Non-Sworn Employees:**
 - CLASSIC CalPERS Misc. Member Formula: 2.0% @ 55
 - Employee Contribution: 10%*
- Survivor Benefit: 4th Option
- Credit for unused sick leave: Yes
- One year final compensation

*3% Employee cost share agreement, already included in the employee contribution.

Social Security

- Medicare: 1.45% tax paid by employer and 1.45% tax paid by employee.
- FICA: The City does not contribute.

PEPRA:

- **Sworn Employees:**
 - PEPRA CalPERS Safety Member Formula: 2.7% @ 57
 - Employee Contribution: 15%**
- **Non-Sworn Employees:**
 - PEPRA CalPERS Misc. Member Formula: 2.0% @ 62
 - Employee Contribution: 9.25%**
- Survivor Benefit: 4th Option
- Credit for unused sick leave: Yes
- Average of three highest years of service compensation.

**Includes 1.25% Employee cost share agreement for Sworn and 1% for Non-Sworn.

Leaves

Bereavement Leave

Up to three (3) shifts/work days of paid bereavement leave for designated relatives, and upon the employee's request an additional two (2) shifts/work days may be charged to accrued sick leave.

Management Leave

56 hours per fiscal year

Police Leave

Police Lieutenants will be credited with ninety-six (96) police leave hours at the beginning of each calendar year, in lieu of holiday time off.

Sick Leave

12 days (96 hours) per year. Accrues at 8 hours per month.

Vacation

Sworn Employees:

1 year	12 days	5 years	17 days
2 years	13 days	10 years	20 days
3 years	14 days	15 years	22 days
4 years	15 days	20+ years	24 days

Non-Sworn Employees:

1 year	14 days	5 years	19 days
2 years	15 days	10 years	22 days
3 years	16 days	15 years	24 days
4 years	17 days	20+ years	26 days

Probationary Period

12 months.