

BENEFITS SUMMARY



Management Employees

| Term of Agreement | Updated Annually | | | | | | | | | |
|---|---|------------------------|--|--|---|--|------------------------|--|-----------|----------------------|
| Health and Welfare | | | | | | | | | | |
| Health | \$1,093 per month – City contribution (remaining premium, if any, paid by employee). | | | | | | | | | |
| Dental | City Paid | | | | | | | | | |
| 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:</p> <ul style="list-style-type: none"> • Health Care Expenses (\$2,600 max for 2017) • Dependent Care Expenses (\$5,000 max) | | | | | | | | | |
| Medicare | 1.45% tax (Paid by employer and employee). | | | | | | | | | |
| Life and AD&D Insurance | <table border="1"> <thead> <tr> <th>Hired BEFORE 7/1/2012:</th> <th>Hired 7/1/2012 or AFTER (Tier II Employees):</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 (Tier II Employees): | \$200,000 | \$50,000 - \$200,000 | <table border="1"> <thead> <tr> <th>Hired BEFORE 7/1/2012:</th> <th>Hired 7/1/2012 or AFTER (Tier II Employees):</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 (Tier II Employees): | \$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) | .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. | | | | | | | | | |
| Retirement & Deferred Compensation | | | | | | | | | | |
| Deferred Compensation | <p>457 Plan: Two plans offered – Nationwide and ICMA</p> <table border="1"> <thead> <tr> <th>Hired BEFORE 7/1/2012:</th> <th>Hired 7/1/2012 or AFTER (Tier II Employees):</th> </tr> </thead> <tbody> <tr> <td> All Mgmt Employees: City Match \$300 per month Non-Safety Mgmt EEs No-Match: \$200 per month </td> <td>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 (Tier II Employees): | All Mgmt Employees: City Match \$300 per month Non-Safety Mgmt EEs No-Match: \$200 per month | Not eligible for City contributions | | | | |
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| All Mgmt Employees: City Match \$300 per month Non-Safety Mgmt EEs No-Match: \$200 per month | Not eligible for City contributions | | | | | | | | | |
| Social Security | City Employees do not contribute to Social Security (FICA). | | | | | | | | | |

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| Retirement System | California Public Employee Retirement System (CalPERS) | |
| | Hired BEFORE 7/1/2012: | Hired 1/1/2013 or AFTER: |
| | <p><u>MANAGEMENT:</u> CLASSIC PERS Member Formula: 2% @ 55 Contributions: Employee: 7% (Employee Paid)</p> <p><u>SAFETY MGMT (Sworn Police & Fire Mgmt):</u> CLASSIC PERS Member Formula: 3% @ 50 Contributions: Employee: 9% (Employee Contribution 7%; City Contribution 2%)</p> | <p><u>MANAGEMENT:</u> PEPRA PERS Member Formula: 2% @ 62 Contributions: Employee: 6.25% (Employee Paid)</p> <p>CLASSIC PERS member Formula: 2% @ 55 Contributions: Employee: 7% (Employee Paid)</p> <p><u>SAFETY MGMT (Sworn Police & Fire Mgmt):</u> PEPRA PERS Member Formula: 2.7% @ 57 Contributions: Employee: 11.50% (Employee Paid)</p> <p>CLASSIC PERS member Formula: 3% @ 50 Contributions: Employee: 9% (Employee Paid)</p> |
| | <p>PEPRA PERS Member: Average of 3 highest years of service compensation. Survivor Benefit: 4th Option Credit for Unused Sick Leave: Yes</p> <p>CLASSIC PERS Member: Single Highest Year Compensation Survivor Benefit: 4th Option Credit for Unused Sick Leave: Yes</p> <p>Retiree Health Benefits: City contributes same rate as that for active employees.</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. | |
| Management Leave | Employees shall be credited with and have available for use the number of Management Leave hours as established below as of July 1 st of each year. Management Leave is not cumulative from year to year and may not be cashed out in-lieu of use. | |
| | Hired BEFORE 7/1/2012: | Hired 7/1/2012 or AFTER (Tier II Employees): |
| | The City Manager retains the discretion to determine Management Leave based on individual circumstances (not to exceed 80 hours). | Salary Schedule Ranges 23 thru 32: 40 hours Other Management employees are at the discretion of the City Manager (not to exceed 40 hours). |
| | City Manager Per Employment Agreement City Attorney Per Employment Agreement Police/Fire Chief Per Employment Agreement | |
| 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. | |

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| Vacation | 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 |
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| Probationary Period | Initial: 12 months Promotional: 6 months or 12 months dependent on the classification |
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