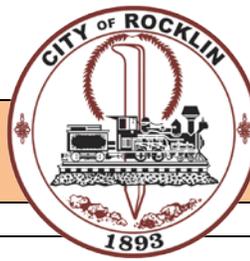


# BENEFITS SUMMARY



## Management Employees

<b>Term of Agreement</b>	Updated Annually					
<b>Health and Welfare</b>						
<b>Health</b>	\$1,093 per month – City contribution (remaining premium, if any, paid by employee).					
<b>Dental</b>	City Paid - Employee \$67.11, Employee + Spouse \$115.11, Employee + Children \$108.34 Employee + Family \$162.51					
<b>Vision</b>	City Paid – Employee \$7.60, Employee + 1 Dependent \$13.70, Employee + Family \$19.60					
<b>Flexible Spending</b>	The City will make available this plan pursuant to IRS Section 125. Allows payroll deduction of pre-tax dollars for: <ul style="list-style-type: none"> <li>• Health Care Expenses (\$2,550 max for 2015)</li> <li>• Dependent Care Expenses (\$5,000 max)</li> </ul>					
<b>Medicare</b>	1.45% tax (Paid by employer and employee).					
<b>Life and AD&amp;D Insurance</b>	<table border="1" style="width: 100%; text-align: center;"> <tr> <th style="width: 50%;">Hired BEFORE 7/1/2012:</th> <th style="width: 50%;">Hired 7/1/2012 or AFTER (Tier II Employees):</th> </tr> <tr> <td>\$200,000</td> <td>\$50,000 - \$200,000</td> </tr> </table>		Hired BEFORE 7/1/2012:	Hired 7/1/2012 or AFTER (Tier II Employees):	\$200,000	\$50,000 - \$200,000
Hired BEFORE 7/1/2012:	Hired 7/1/2012 or AFTER (Tier II Employees):					
\$200,000	\$50,000 - \$200,000					
<b>Long Term Disability</b>	Up to 60% of pre-disability earnings, up to the maximum of \$6,000; 90 day waiting period (City paid).					
<b>Short Term Disability (SDI)</b>	.9% 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>Retirement &amp; Deferred Compensation</b>						
<b>Deferred Compensation</b>	457 Plan: Two plans offered – Nationwide and ICMA <table border="1" style="width: 100%; text-align: center;"> <tr> <th style="width: 50%;">Hired BEFORE 7/1/2012:</th> <th style="width: 50%;">Hired 7/1/2012 or AFTER (Tier II Employees):</th> </tr> <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> </table> 401(a) Plan: Available at time of hire.		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
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					
<b>Social Security</b>	City Employees do not contribute to Social Security (FICA).					

<b>Retirement System</b>	California Public Employee Retirement System (CalPERS)	
	Hired BEFORE 7/1/2012:	Hired 1/1/2013 or AFTER:
	<p><u>MANAGEMENT:</u>  <b>CLASSIC PERS</b> Member Formula: 2% @ 55                  Contributions:                  Employer: 19.321% (City Paid)                  Employee: 7% (Employee Paid)</p> <p><u>SAFETY MGMT (Sworn Police &amp; Fire Mgmt):</u>  <b>CLASSIC PERS</b> Member Formula: 3% @ 50                  Contributions:                  Employer: 19.536% (City Paid)                  Employee: 9% (Employee Contribution 7%;                  City Contribution 2%)</p>	<p><u>MANAGEMENT:</u>  <b>PEPRA PERS</b> Member Formula: 2% @ 62                  Contributions:                  Employer: 19.321% (City Paid)                  Employee: 6.25% (Employee Paid)</p> <p><b>CLASSIC PERS</b> member Formula: 2% @ 55                  Contributions:                  Employer: 19.321% (City Paid)                  Employee: 7% (Employee Paid)</p> <p><u>SAFETY MGMT (Sworn Police &amp; Fire Mgmt):</u>  <b>PEPRA PERS</b> Member Formula: 2.7% @ 57                  Contributions:                  Employer: 12.082% (City Paid)                  Employee: 11.50% (Employee Paid)</p> <p><b>CLASSIC PERS</b> member Formula: 3% @ 50                  Contributions:                  Employer: 19.536% (City Paid)                  Employee: 9% (Employee Paid)</p>
	<p><b>PEPRA PERS</b> Member: Average of 3 highest years of service compensation.                  Survivor Benefit: 4<sup>th</sup> Option                  Credit for Unused Sick Leave: Yes</p> <p><b>CLASSIC PERS</b> Member: Single Highest Year Compensation                  Survivor Benefit: 4<sup>th</sup> Option                  Credit for Unused Sick Leave: Yes</p> <p>Retiree Health Benefits: City contributes same rate as that for active employees.</p>	
<b>Leaves</b>		
<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. <u>Note:</u> A mandatory holiday furlough may be scheduled between the Christmas and New Year's holidays.	
<b>Management Leave</b>	Employees shall be credited with and have available for use the number of Management Leave hours as established below as of July 1 <sup>st</sup> 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	
<b>Sick Leave</b>	12 days (96 hours) per year.  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: 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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<b>Probationary Period</b>	Initial: 12 months
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