

BENEFITS SUMMARY

Confidential Employees



Term of Agreement	Updated Annually	
Compensation		
Education Incentive	Hired BEFORE 7/1/2012:	Hired 7/1/2012 or AFTER (Tier II Employees):
	If degree is not used to meet minimum requirements for the position: Associate's Degree: \$75 per month Bachelor's Degree: \$125 per month Master's Degree: \$150 per month	Not eligible for education incentive
Longevity	Hired BEFORE 7/1/2012:	Hired 7/1/2012 or AFTER (Tier II Employees):
	2.5% @ 7 years 5.0% @ 10 years 7.5% @ 15 years	Not eligible for longevity
Compensatory Time Off (CTO)	Earned at time and a half. Maximum accrual 96 hours. Cashed out, up to 40 hours once per year - in Pay Period 24.	
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	The City will make available this plan pursuant to IRS Section 125. Allows payroll deduction of pre-tax dollars for: - Health Care Expenses (\$2,650 max for 2018) - Dependent Care Expenses (\$5,000 max)	
Life and AD&D Insurance	Hired BEFORE 7/1/2012:	Hired 7/1/2012 or AFTER (Tier II Employees):
	\$100,000	\$50,000
Long Term Disability	Up to 50% of pre-disability earnings, up to the maximum of \$6,000; 90 day waiting period (City paid).	
Medicare	1.45% tax paid by employer and 1.45% tax paid by employee.	
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.
Tuition Reimbursement	\$750 per year maximum with a pre-approved Education Plan.

Retirement & Deferred Compensation

Deferred Compensation	457 Plan: Two plans offered – Nationwide and ICMA	
	Hired BEFORE 7/1/2012:	Hired 7/1/2012 or AFTER (Tier II Employees):
	City Match: \$200 per month No Match: \$200 per month	Not eligible for City contributions
	401(a) Plan: Available at time of hire.	
Retirement System	California Public Employee Retirement System (CalPERS)	
	Hired BEFORE 1/1/2013:	Hired 1/1/2013 or AFTER:
	CLASSIC PERS Member Formula: 2% @ 55 Contributions: Employee: 7% (Employee Paid) Effective January 6, 2018 all Management and Confidential miscellaneous employees shall contribute one percent (1%) of his/her salary towards the employer's retirement contribution for a total of eight percent (8%) of the employee's salary.	PEPRA PERS Member Formula: 2% @ 62 Contributions: Employee: 6.25% (Employee Paid) CLASSIC PERS member Formula: 2% @ 55 Contributions: Employee: 7% (Employee Paid) Effective January 6, 2018, all Management and Confidential employees shall contribute one percent (1%) of his/her salary towards the employer's retirement contribution.
	PEPRA PERS Member: Average of 3 highest years of service compensation. Survivor Benefit: 4 th Option Credit for Unused Sick Leave: Yes CLASSIC PERS member: Single Highest Year Compensation. Survivor Benefit: 4 th Option Credit for Unused Sick Leave: Yes Retiree Health Benefits: City contributes same rate as that for active employees.	
Social Security	City Employees do not contribute to Social Security (FICA).	

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	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
Probationary Period	Initial: 12 months; Promotion: 6 months