



Confidential Employees Benefits Summary

Term of Agreement	This is a summary of benefits, refer to the Management & Confidential Agreement (MOU) for more details. Updated Annually – Effective July 3, 2021.	
Health and Welfare		
Health	<p>\$1,200 per month City contribution towards health care insurance for active employees and retirees (remaining premium, if any, paid by employee).</p> <p>Cafeteria Plan (Effective January 1, 2022) – Shall provide each employee a flex credit of \$1,800 per fiscal year for any benefit covered under the Cafeteria Plan (health, dental, vision, long-term disability, and life and AD&D insurance).</p>	
Dental	<p>PPO Plan option, which allows for \$1,000 calendar year maximum benefit (City Paid).</p> <p>Effective January 1, 2022, the City will implement a second dental plan – PPO Enhanced option, which allows for \$1,500 calendar year maximum benefit (employee will pay the difference between the two plans).</p>	
Vision	<p>Effective August 1, 2021, the City will increase the insurance benefit for eyeglass frames up to \$250.00 every 24 months (City Paid).</p>	
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 the IRS Section 125.:</p> <ul style="list-style-type: none"> • Health Care Expenses • Dependent Care Expenses 	
Life and AD&D Insurance	Hired BEFORE 7/1/2012:	Hired 7/1/2012 or AFTER:
	\$100,000	\$50,000
Long Term Disability	<p>Up to 50% of pre-disability earnings, up to the maximum of \$6,000 per month; 90 day waiting period (City paid).</p>	
Medicare	<p>1.45% tax paid by employer and 1.45% tax paid by employee.</p>	
Short Term Disability (SDI)	<p>1.2% tax to maximum taxable wage limit, may adjust annually (City paid).</p>	
Compensation		
Education Incentive	Hired BEFORE 7/1/2012:	Hired 7/1/2012 or AFTER:
	<p>If degree is not used to meet minimum requirements for the position:</p> <p>Associate’s Degree: \$75 per month Bachelor’s Degree: \$125 per month Master’s Degree: \$150 per month</p>	<p>Not eligible for education incentive</p>

Longevity	Schedule A:	Schedule B:
	2.5% @ 7 years 5.0% @ 10 years 7.5% @ 15 years	All employees hired on or after July 7, 2018 are assigned to Schedule B. When eligible to move to Schedule B, longevity is no longer applicable.
<p><u>Note:</u> Employees hired on or after July 1, 2012, are not eligible for longevity pay.</p>		

Reimbursements

Health Coverage Reduction Incentive	Employees with less than full family coverage for health, dental and vision may be eligible to receive incentive pay of \$75 - \$250 per month.
Tuition Reimbursement	\$750 per calendar year maximum with a pre-approved Education Plan.

Deferred Compensation & Retirement

Deferred Compensation	<ul style="list-style-type: none"> • 457 Plan: Carrier – Empower • 401 (a) Plan: Available at time of hire. 	
	Hired BEFORE 7/1/2012:	Hired 7/1/2012 or AFTER:
	City Match: \$200 per month No Match: \$200 per month	Not eligible for City contributions

Retirement System	California Public Employee Retirement System (CalPERS)	
	CLASSIC	PEPRA
	<p>CLASSIC PERS Member Formula: 2% @ 55 Plan Contributions: Employee: 7% (Employee Paid)</p> <p>Effective January 5, 2019 all Confidential miscellaneous employees shall contribute an additional one percent (1%) of their salary towards the employer’s retirement contribution for a total of nine percent (9%) of the employee’s salary.</p>	<p>PEPRA PERS Member Formula: 2% @ 62 Plan Contributions: Employee: 6.75% (Employee Paid)</p> <p>Effective January 5, 2019, all Confidential employees shall contribute an additional one percent (1%) of their salary, for a total of two percent (2%) towards the employer’s retirement contribution.</p>
<p>PEPRA CalPERS Member: Average of 3 highest years of service compensation. Survivor Benefit: 4th Option Credit for Unused Sick Leave: Yes</p> <p>CLASSIC CalPERS 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>		

Social Security	City Employees do not contribute to Social Security (FICA).																
Leaves																	
Bereavement Leave	Up to 3 days 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 border="0" 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	Initial: 12 months; Promotion: 12 months																