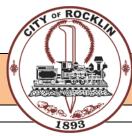
BENEFITS SUMMARY

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	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)		
Medicare	1.45% tax paid by employer and 1.45% tax paid by employee.		
Life and AD&D Insurance	Hired BEFORE 7/1/2012: \$200,000	Hired 7/1/2012 or AFTER (Tier II Employees): \$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)	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.		
Retirement & Deferred Compensation			
Deferred Compensation	457 Plan: Two plans offered – Nationwide and ICN Hired BEFORE 7/1/2012: All Mgmt Employees: City Match \$300 per month Non-Safety Mgmt EEs No-Match: \$200 per month	Hired 7/1/2012 or AFTER (Tier II Employees): Not eligible for City contributions	
	401(a) Plan: Available at time of hire.		
Social Security	City Employees do not contribute to Social Security (FICA).		

Retirement System	California Public Employee Retirement System (CalPERS)		
Jan Smith Official	Hired BEFORE 7/1/2012:	Hired 7/1/2012 or AFTER:	
	MANAGEMENT: CLASSIC PERS Member Formula: 2% @ 55 Contributions: Employee: 7% (Employee Paid) SAFETY MGMT (Sworn Police & Fire Mgmt): CLASSIC PERS Member Formula: 3% @ 50 Contributions: Employee: 9% (Employee Contribution 7%; City Contribution 2%) Effective January 6, 2018, all Management and Confidential employees shall contribute one percent (1%) of his/her salary towards the employer's retirement contribution. • Miscellaneous employees – total of 8% of the employee's salary • Public Safety employees – total of 10% of the employee's salary PEPRA PERS Member: Average of 3 highest years of Survivor Benefit: 4 th Option Credit for Unused Sick Leave CLASSIC PERS Member: Single Highest Year Comp Survivor Benefit: 4 th Option Credit for Unused Sick Leave	MANAGEMENT: PEPRA PERS Member Formula: 2% @ 62 Contributions: Employee: 6.25% (Employee Paid) CLASSIC PERS member Formula: 2% @ 55 Contributions: Employee: 7% (Employee Paid) SAFETY MGMT (Sworn Police & Fire Mgmt): PEPRA PERS Member Formula: 2.7% @ 57 Contributions: Employee: 11.50% (Employee Paid) CLASSIC PERS member Formula: 3% @ 50 Contributions: Employee: 9% (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. of service compensation. e: Yes ensation on	
	Retiree Health Benefits: City contributes same rate	as that for active employees.	
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. Note: 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		

Promotional: 6 months or 12 months dependent on the classification

Initial: 12 months

Probationary Period