

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: <ul style="list-style-type: none"> • 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	<table border="1"> <tr> <th>Hired BEFORE 7/1/2012:</th> <th>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					
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 ICMA <table border="1"> <tr> <th>Hired BEFORE 7/1/2012:</th> <th>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
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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).					

Retirement System	California Public Employee Retirement System (CalPERS)	
	Hired BEFORE 7/1/2012:	Hired 7/1/2012 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>Effective January 6, 2018, all Management and Confidential employees shall contribute one percent (1%) of his/her salary towards the employer's retirement contribution.</p> <ul style="list-style-type: none"> • <u>Miscellaneous employees</u> – total of 8% of the employee's salary • <u>Public Safety employees</u> – total of 10% of the employee's salary 	<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>Effective January 6, 2018, all Management and Confidential employees shall contribute one percent (1%) of his/her salary towards the employer's retirement contribution.</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.
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 Promotional: 6 months or 12 months dependent on the classification
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