



EMPLOYEE BENEFITS - TEAMSTERS 986

AT A GLANCE

CalPERS Retirement

Classic - 2% @55

- Employee contribution 7%

PEPRA- 2% @62

- Employee contribution 50% at hire

Optional Benefit Plan

\$1,545 per month for Full-Time

\$773 per month for Regular Part-Time

Can be used for medical, dental, vision insurance, or other benefits approved by the City Manager.

Employees hired after 11/12/24 who opt-out of medical can cash out up to:

- Full-Time Employees - up to **\$600** per month in taxable income.
- Regular Part-Time Employees - up to **\$300** per month in taxable income.

Health - Employee choice of City-sponsored Health HMO or PPO Plans

Dental- Employee choice of City-sponsored Dental HMO or PPO Plans

Vision Services Plan (VSP) to provide primary vision to all eligible employees - Provided through Ameritas

Life, AD&D, & Disability Insurance

City will provide life insurance in the amount of \$100,000.

Additional Voluntary life insurance coverage can be purchased.

Short Term Disability & Long Term Disability

Short Term Disability - Employer paid contribution, covers 66.67% of your weekly earnings up to a maximum of \$2,308.

Long Term Disability - Employer paid contribution, coverage amount 66.67% of your monthly earnings up to a maximum of \$10,000 per month.

Computer Loan

Eligible employees may borrow up to \$3,000 at 0% interest, paid back with payroll deductions over 2 years.

Vacation Accrual - Full-Time

<u>Years of Service</u>	<u>Yearly Accrual</u>	<u>Maximum Accrual</u>
0-4 Years	112 Hours	280 Hours
5-9 Years	128 Hours	320 Hours
10-14 Years	144 Hours	360 Hours
15+ Years	160 Hours	400 Hours

Vacation Accrual - Regular Part-Time

<u>Years of Service</u>	<u>Yearly Accrual</u>	<u>Maximum Accrual</u>
0-4 Years	56 Hours	140 Hours
5-9 Years	64 Hours	160 Hours
10-14 Years	72 Hours	180 Hours
15+ Years	80 Hours	200 Hours

Holidays - 13 Paid Holidays

Martin Luther King	Thanksgiving Day
Presidents Day	Day After Thanksgiving
Memorial Day	Christmas Eve
Juneteenth	Christmas Day
Independence Day	New Year's Eve
Labor Day	New Year's Day
Veterans Day	

Sick Leave Accrual

96 Hours yearly

Administrative Leave

Exempt employees only, 20-80 hours depending on position.

Longevity

<u>Years of Service</u>	<u>Longevity Pay</u>
5 - 9 Years	2.5%
10 - 14 Years	5%
15 - 19 Years	7.5%
20 + Years	10%

457(b)/401(a) Deferred Compensation

The City matched employee contribution into a 401(a) plan.

- Up to \$250 a month for Full-Time employees.
- Up to \$125 a month for Regular Part-Time employees.

Tuition Reimbursement

Reimbursement of tuition and associated costs of up to \$2,000 per calendar year.

Employee Assistance Program (EAP)

Employer paid EAP to help you and your household members and dependents. 24/7 referrals to professionals that can help with life's many challenges.