



EMPLOYEE BENEFITS - UNREPRESENTED

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

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 **\$600** 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

Short Term Disability & Long Term Disability

Short Term Disability - Employer paid contribution, covers 66.67% of your weekly earnings.

- Class 1: up to a maximum of \$3,000.
- Class 2: up to a maximum of \$2,308.

Long Term Disability - Employer paid contribution, covers 66.67% of your monthly earnings

- Class 1: up to a maximum of \$15,000
- Class 2: up to a maximum of \$10,000

Computer Loan

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

Vacation Accrual

<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

*"Years of Service" is based off of total years of government experience

Holidays - 12 Paid Holidays

Martin Luther King	Thanksgiving Day
Presidents Day	Day After Thanksgiving
Memorial Day	Christmas Eve
Independence Day	Christmas Day
Labor Day	New Year's Eve
Veterans Day	New Year's 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 matches employee contribution up to \$250.00 per month into a 401(a) plan.

Retirement Health Savings Account

1% of Employee earnings is invested in a RHSA.

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.

Life, AD&D, & Disability Insurance

City paid coverage of \$100,000. Additional Voluntary life insurance coverage can be purchased.