








2016 CITY-PAID MONTHLY CONTRIBUTIONS
Effective January 1, 2016

Benefits	General Employees	Professional Employees	Supervisory, Senior Managers, & Confidential Employees	Executive Employees	City Council
Total city contribution (to use toward medical premiums and/or optional programs, FSA's, life insurance, or cash back)	City Cafeteria Plan				
	\$620	\$620	\$620	\$620	n/a
 Employer contribution (mo. max.)	CalPERS				
	\$435	\$435	\$435	\$435	PEMHCA min (\$125)
Maximum Cash Back Value	\$700	\$700	\$700	\$700	n/a
 Employer contribution (mo. max.)	Delta Dental				
	\$175	\$175	\$175	\$175	\$175
 Employer contribution (mo. max.)	MES Vision				
	\$17	\$17	\$17	\$17	\$17
 Employer contribution (mo. max.)	Bensinger, DuPont & Associates (BDA)				
	.10 for FT EE	.10 for FT EE	.10 for FT EE	.10 for FT EE	\$0.35
Life Insurance	The Standard				
Employee Policy (employer paid)	2x annual salary up to \$100,000 max./\$14	\$100,000 /\$14	\$100,000 /\$14	\$200,000 /\$28	n/a
Basic AD & D (employer paid)	\$.025 /\$1,000	\$.025 /\$1,000	\$.025 /\$1,000	\$.025 /\$1,000	n/a
Dependent Policy (employer paid)	n/a	\$5000/\$.80	\$5000/\$.80	\$5000/\$.80	n/a
Travel Accident Policy	n/a	n/a	n/a	\$250,000	\$250,000
Long Term Disability	The Standard				
Elimination Period	Later of 30 days or when all sick leave used	Later of 30 days or when emp. stops annual leave use	Later of 30 days or when empl. stops annual leave use	Later of 30 days or when empl. stops annual leave use	n/a
Benefit / max. mo. (employer paid)	66.67%	66.67%	66.67%	66.67%	n/a

Benefits	General Employees	Professional Employees	Supervisory, Senior Managers, & Confidential Employees	Executive Employees	City Council
Deferred Compensation 	ICMA-RC				
Plan / max. mo. (employer paid)	401(a) \$100/mo	401(a) 1% salary	401(a) 3% salary	401 (a) 6% salary (EE pays 6%)	n/a
Retirement	CalPERS				
RETIREMENT - 'Classic' Members					
Employer pays <u>employee</u> cost?	No	No	No	No	No
% Formula for Non-Safety?	2% @ 55	2% @ 55	2% @ 55	2% @ 55	2% @ 55
Single Highest Year Benefit?	Yes	Yes	Yes	Yes	Yes
Retiree Medical (employer paid)	\$435/mo.	\$435/mo.	\$435/mo.	\$435/mo.	PEMHCA min (\$125)
RETIREMENT - 'New' Members					
Employer pays <u>employee</u> cost?	No	No	No	No	No
% Formula for Non-Safety?	2.5% @ 67	2.5% @ 67	2.5% @ 67	2.5% @ 67	Opt-in Option
Three - Highest Year Benefit?	Yes	Yes	Yes	Yes	Yes
Retiree Medical (employer paid)	\$435/mo.	\$435/mo.	\$435/mo.	\$435/mo.	PEMHCA min (\$125)
LEAVES, HOLIDAYS					
Holiday hours (# per year)	104	104	104	104	n/a
Floating holidays (# per year)	n/a	n/a	n/a	n/a	n/a
Vacation (based on service years)					
A. min. hrs. per yr./ # years	100/up to 4 yrs.	n/a	n/a	n/a	n/a
B. max. hrs. per yr./ # years	228/up to 28+ yrs.	n/a	n/a	n/a	n/a
Sick Leave (based on service years)					
A. min. hrs. per yr./ # years	96	n/a	n/a	n/a	n/a
B. max. hrs. per yr./ # years	96	n/a	n/a	n/a	n/a
Sick Leave Conversion					
A. Upon termination	no cash out	no cash out	no cash out	no cash out	n/a
B. Upon retirement	credited to service yrs.	credited to service yrs.	credited to service yrs.	credited to service yrs.	n/a
Comprehensive Annual Leave (vacation/sick)					
A. min. hrs. per yr/ # years	n/a	190/up to 4 yrs.	190/up to 4 yrs.	190/up to 4 yrs.	n/a
B. max. hrs. per yr/ # years	n/a	322 / 29+ yrs.	322 / 29+ yrs.	322 / 29+ yrs.	n/a
Administrative Leave	n/a	n/a	40 hrs.	40 hrs.	n/a

Benefits	General Employees	Professional Employees	Supervisory, Senior Managers, & Confidential Employees	Executive Employees	City Council
OTHER BENEFITS					
Car Allowance	n/a	n/a	n/a	\$413/mo.	n/a
Mileage Reimbursement Amount	federal rate	federal rate	federal rate	0	federal rate
Annual City Wellness	n/a	n/a	400/yr.	400/yr.	n/a
Physical - \$ max. paid / frequency	n/a	n/a	n/a	\$350/yr.	\$300/yr.
Tuition Reimbursement (max. amt.)	AA - \$1,000/FY	AA - \$1,000/FY	AA - \$1,000/FY	AA - \$1,000/FY	AA - \$1,000/FY
	BA - \$5,000/FY	BA - \$5,000/FY	BA - \$5,000/FY	BA - \$5,000/FY	BA - \$5,000/FY
	MA - \$5,000/FY	MA - \$5,000/FY	MA - \$5,000/FY	MA - \$5,000/FY	MA - \$5,000/FY
Computer Purchase Program Loan / Term (i.e., interest/repayment)	\$3,000 0%/3 yrs.	\$3,000 0%/3 yrs.	\$3,000 0%/3 yrs.	\$3,000 0%/3 yrs.	\$3,000 0%/3 yrs.
Relocation Assistance (max. amt.)	n/a	n/a	n/a	n/a	n/a
Safety Shoes	\$200/yr.	\$200/yr.	\$200/yr.	n/a	n/a
Bilingual Pay	\$50/mo.	\$50/mo.	n/a	n/a	n/a
PAY PROGRAM					
Is employee group on merit step increase? What % increase?	Yes / 5%	No	No	No	n/a
Is employee group on flexible % increase or Pay for Performance?	No	Pay for Performance 0.00% - 4.0% annually	Pay for Performance 0.00% - 4.0% annually	Pay for Performance 0.00% - 4.0% annually	n/a
Does group receive Cost of Living Adjustment?	Yes	No	No	No	No, must comply with Govt. Code 36516
EMPLOYEE-PAID OPTIONAL BENEFITS					
Term Life Insurance (Standard)	Up to \$300,000	Up to \$300,000	Up to \$300,000	Up to \$300,000	n/a
Universal Life Insurance (with optional long-term care)	Up to \$500,000	Up to \$500,000	Up to \$500,000	Up to \$500,000	n/a
Critical Illness Insurance	Emp. only or family	Emp. only or family	Emp. only or family	Emp. only or family	n/a
Legal Club of America (Family Protection Plan)	Emp. only or family	Emp. only or family	Emp. only or family	Emp. only or family	n/a
Personal Accident Insurance (AFLAC)	Emp. only or family	Emp. only or family	Emp. only or family	Emp. only or family	n/a
Hospital Protection/Confinement (AFLAC)	Emp. only or family	Emp. only or family	Emp. only or family	Emp. only or family	n/a
Dental Supplemental Plan (AFLAC)	Emp. only or family	Emp. only or family	Emp. only or family	Emp. only or family	n/a
Cancer Plan (AFLAC)	Emp. only or family	Emp. only or family	Emp. only or family	Emp. only or family	n/a
Health Care Flexible Spending Account	\$2,550/yr. max.	\$2,550/yr. max.	\$2,550/yr. max.	\$2,550/yr. max.	n/a
Dependent Care Flexible Spending Account	\$5,000/yr. max.	\$5,000/yr. max.	\$5,000/yr. max.	\$5,000/yr. max.	n/a
457 Deferred Compensation (pre-tax)	Up to IRS max.	Up to IRS max.	Up to IRS max.	Up to IRS max.	Up to IRS max.