




CITY-PAID MONTHLY CONTRIBUTIONS
Effective January 1, 2022

| 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 benefits, such as FSA's, additional life insurance, or cash back if any remaining dollars) | City Cafeteria Plan | | | | |
| | \$930 | \$930 | \$930 | \$930 | N/A |
|  Employer contribution (monthly max.) | CalPERS | | | | |
| | \$435 | \$435 | \$435 | \$435 | PEMHCA min. (\$149/month) |
| Maximum Cash Back Value Hired Before 7/1/2019 | \$700 | \$700 | \$700 | \$700 | N/A |
| Maximum Cash Back Value Hired After 7/1/2019 | \$350 | \$350 | \$350 | \$350 | N/A |
|  Employer contribution (monthly max.) | Delta Dental | | | | |
| | \$177/Family | \$177/Family | \$177/Family | \$177/Family | \$177/Family |
|  Employer contribution (monthly max.) | MES Vision | | | | |
| | \$22/Family | \$22/Family | \$22/Family | \$22/Family | \$22/Family |
|  Employer contribution (monthly max.) | Health Advocate | | | | |
| | \$0.25 for FT EE | \$0.25 for FT EE | \$0.25 for FT EE | \$0.25 for FT EE | \$0.60 (non-LTD) |
| Life Insurance & AD&D | The Standard | | | | |
| Employee Policy | \$100,000 | \$100,000 | \$100,000 | \$200,000 | N/A |
| Basic Life and AD&D (Employer paid) | \$0.151 /\$1,000 | \$0.151 /\$1,000 | \$0.151 /\$1,000 | \$0.151 /\$1,000 | N/A |
| Dependent Policy | \$5,000/\$0.80 | \$5,000/\$0.80 | \$5,000/\$0.80 | \$5,000/\$0.80 | N/A |
| Travel Accident Policy | The Hartford | | | | |
| Travel Accident Policy | N/A | N/A | N/A | \$250,000 | \$250,000 |

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|--|---|--|--|--|---------------------------|
| Long Term Disability | The Standard | | | | |
| Based on volume - \$0.806/\$100 | Later of 30 days or when all sick leave used | Later of 30 days or when employee stops annual leave use | Later of 30 days or when employee stops annual leave use | Later of 30 days or when employee stops annual leave use | N/A |
| Benefit / maximum per month (Employer paid) | 66.67% of salary Up to max \$8,000 per month | 66.67% of salary Up to max \$8,000 per month | 66.67% of salary Up to max \$8,000 per month | 66.67% of salary Up to max \$8,000 per month | N/A |
| Deferred Compensation | MissionSquare Retirement | | | | |
| 401(a) Plan (Employer Paid) | \$110/month | 2.0% salary | 3% salary (additional 0.5% optional match) | 6% salary (& EE pays 6%) | N/A |
| 457 Plan | Up to IRS max | Up to IRS max | Up to IRS max | Up to IRS max | Up to IRS max |
| Roth and Traditional IRA | Up to IRS max | Up to IRS max | Up to IRS max | Up to IRS max | Up to IRS max |
| Retirement | CalPERS | | | | |
| '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 |
| Highest <u>One-Year</u> Benefit? | Yes | Yes | Yes | Yes | Yes |
| Retiree Medical (employer paid, if vested) | \$435/month | \$435/month | \$435/month | \$435/month | PEMHCA min. (\$149/month) |
| 'New' Members (PEPRA) | | | | | |
| Employer pays <u>Employee</u> cost? | No | No | No | No | No |
| % Formula for Non-Safety? | 2.0% @ 62 | 2.0% @ 62 | 2.0% @ 62 | 2.0% @ 62 | 2.0% @ 62 |
| Highest <u>Three-Year</u> Benefit? | Yes | Yes | Yes | Yes | Yes |
| Retiree Medical (Employer paid) | \$435/month | \$435/month | \$435/month | \$435/month | PEMHCA min. (\$149/month) |
| Retirement Health Savings Account (MissionSquare Retirement) | \$400/year | \$400/year | \$400/year | N/A | N/A |

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|--|---------------------------|---------------------------|---|---------------------------|-------------------------|
| LEAVES, HOLIDAYS | | | | | |
| Holiday hours | 100 hours/year | 100 hours/year | 100 hours/year | 100 hours/year | N/A |
| Floating holiday | 10 hours/year | 10 hours/year | 10 hours/year | 10 hours/year | N/A |
| <u>Vacation</u> - based on service years and accrued on a pay period basis | | | | | |
| Minimum hours per year/ # years | 100 hrs/0-3 years | N/A | N/A | N/A | N/A |
| Maximum hours per year/ # years | 228 hrs/28+ years | N/A | N/A | N/A | N/A |
| <u>Sick Leave</u> - General employees only, accrue 3.6923 hours on a pay period basis | | | | | |
| Minimum hours per year/ # years | 96 hours/year | N/A | N/A | N/A | N/A |
| Maximum hours per year/ # years | 96 hours/year | N/A | N/A | N/A | N/A |
| <u>Sick Leave Conversion</u> | | | | | |
| A. Upon termination | no cash-out | no cash-out | no cash-out | no cash-out | N/A |
| B. Upon retirement | credited to service years | credited to service years | credited to service years | credited to service years | N/A |
| <u>Comprehensive Annual Leave</u> - based on service years and accrued on a pay period basis | | | | | |
| Minimum hours per year/ # years | N/A | 190 hours/ 0 - 3 years | 190 hours/ 0 - 3 years | 190 hours/ 0 - 3 years | N/A |
| Maximum hours per year/ # years | N/A | 322 hours/ 29+ years | 322 hours/ 29+ years | 322 hours/ 29+ years | N/A |
| Administrative Leave | N/A | 9 hours/FY | 40 hours/FY | 40 hours/FY | N/A |
| OTHER BENEFITS | | | | | |
| Car Allowance | N/A | N/A | N/A | \$465/month | N/A |
| Mileage Reimbursement Amount | federal rate | federal rate | federal rate | \$0.00 | federal rate |
| Tuition Reimbursement <i>*successful completion of probationary period and other restrictions apply</i> | 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) <i>*successful completion of probationary period requirement applies; loans are due and payable in full upon termination of employment</i> | \$3,000 0% / 3 years | \$3,000 0% / 3 years | \$3,000 0% / 3 years | \$3,000 0% / 3 years | \$3,000 0% / 3 years |
| Safety Shoes | \$200/year | \$200/year | \$225/year | N/A | N/A |
| Bilingual Pay <i>*successful completion of probationary period and other restrictions apply</i> | \$25/bi-weekly | \$25/bi-weekly | N/A | N/A | N/A |

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|---|---|--------------------------------|---|--------------------------------|-------------------------|
| 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 annually | Pay for Performance annually | Pay for Performance annually | N/A |
| Eligible for Cost of Living Adjustment? | Yes | No | No | No | No; Govt. Code 36516 |
| ADDITIONAL OPTIONAL BENEFITS | | | | | |
| *Flexible Spending Account - Health Care *Subject to IRS limits Carry-over | \$2,750/year \$300/year | \$2,750/year \$300/year | \$2,750/year \$300/year | \$2,750/year \$300/year | N/A |
| *Flexible Spending Account - Dependent Care *Subject to IRS limits | Up to \$5,000/year | Up to \$5,000/year | Up to \$5,000/year | Up to \$5,000/year | N/A |
| The Standard | • Additional Life Insurance | | | | N/A |
| | • Additional Life Insurance w/ AD&D | | | | N/A |
| Transamerica | • Critical Illness Insurance | | | | N/A |
| | • TransElite Universal Life Insurance | | | | N/A |
| AFLAC | • Accident | | | | N/A |
| | • Hospital Confinement Indemnity | | | | N/A |
| | • Short-Term Disability | | | | N/A |
| | • Cancer/Specified-Disease | | | | N/A |
| | • Supplemental Dental | | | | N/A |
| Legal Club of America | • Legal care, toll free financial education, free tax advice & preparation and identity theft restoration | | | | N/A |