







CITY-PAID MONTHLY CONTRIBUTIONS
Effective January 1, 2024

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				
	\$1,155	\$1,155	\$1,155	\$1,155	N/A
 Employer contribution (monthly max.)	CalPERS				
	\$435	\$435	\$435	\$435	PEMHCA min. (\$157/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				
	\$180/Family	\$180/Family	\$180/Family	\$180/Family	\$180/Family
 Employer contribution (monthly max.)	MES Vision				
	\$19/Family	\$19/Family	\$19/Family	\$19/Family	\$19/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

Benefits	General Employees	Professional Employees	Supervisory, Senior Managers & Confidential Employees	Executive Employees	City Council
Long Term Disability	The Standard				
Based on volume - \$0.806/\$100	Later of 30 days or when all sick leave used	30 days	30 days	30 days	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)	\$150/month	2.0% salary	3% salary (additional 1.0% 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. (\$157/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. (\$157/month)
Retirement Health Savings Account (MissionSquare Retirement)	\$500/year	\$400/year	\$400/year	Mandatory contribution upon separation based on years of service	N/A
Employee Discretionary Contribution (Section 25)	N/A	N/A	N/A	\$750	N/A

Benefits	General Employees	Professional Employees	Supervisory, Senior Managers & Confidential Employees	Executive Employees	City Council
LEAVES, HOLIDAYS					
Holiday hours	100 hours/year	100 hours/year	100 hours/year	100 hours/year	N/A
Floating holiday	20 hours/year	20 hours/year	20 hours/year	20 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	\$522/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	\$225/year	\$200/year	\$225/year	N/A	N/A
Bilingual Pay <i>*successful completion of probationary period and other restrictions apply</i>	\$40/bi-weekly	\$40/bi-weekly	N/A	N/A	N/A

Benefits	General Employees	Professional Employees	Supervisory, Senior Managers & Confidential Employees	Executive Employees	City Council
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	\$3,200/year	\$3,200/year	\$3,200/year	\$3,200/year	N/A
Carry-over	\$640/year	\$640/year	\$640/year	\$640/year	
*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
	• Critical Illness Insurance				N/A
Trustmark	• Universal Life Insurance				N/A
	• Universal Life with Long Term Care				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