







**CITY-PAID MONTHLY CONTRIBUTIONS**  
**Effective January 1, 2022**

<b>Benefits</b>	<b>General Employees</b>	<b>Professional Employees</b>	<b>Supervisory, Senior Managers &amp; Confidential Employees</b>	<b>Executive Employees</b>	<b>City Council</b>
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)	<b>City Cafeteria Plan</b>				
	\$930	\$930	\$930	\$930	N/A
 Employer contribution (monthly max.)	<b>CalPERS</b>				
	\$435	\$435	\$435	\$435	PEMHCA min. (\$149/month)
<b>Maximum Cash Back Value Hired Before 7/1/2019</b>	<b>\$700</b>	<b>\$700</b>	<b>\$700</b>	<b>\$700</b>	<b>N/A</b>
<b>Maximum Cash Back Value Hired After 7/1/2019</b>	<b>\$350</b>	<b>\$350</b>	<b>\$350</b>	<b>\$350</b>	<b>N/A</b>
 Employer contribution (monthly max.)	<b>Delta Dental</b>				
	\$177/Family	\$177/Family	\$177/Family	\$177/Family	\$177/Family
 Employer contribution (monthly max.)	<b>MES Vision</b>				
	\$22/Family	\$22/Family	\$22/Family	\$22/Family	\$22/Family
 Employer contribution (monthly max.)	<b>Morneau Shepell</b>				
	\$0.25 for FT EE	\$0.25 for FT EE	\$0.25 for FT EE	\$0.25 for FT EE	\$0.60 (non-LTD)
<b>Life Insurance &amp; AD&amp;D</b>	<b>The Standard</b>				
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
<b>Travel Accident Policy</b>	<b>The Hartford</b>				
Travel Accident Policy	N/A	N/A	N/A	\$250,000	\$250,000

<b>Benefits</b>	<b>General Employees</b>	<b>Professional Employees</b>	<b>Supervisory, Senior Managers &amp; Confidential Employees</b>	<b>Executive Employees</b>	<b>City Council</b>
<b>Long Term Disability</b>	<b>The Standard</b>				
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
<b>Deferred Compensation</b>	<b>ICMA-RC</b>				
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
<b>Retirement</b>	<b>CalPERS</b>				
<b>'Classic' Members</b>					
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)
<b>'New' Members (PEPRA)</b>					
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 (ICMA-RC)	\$400/year	\$400/year	\$400/year	N/A	N/A

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<b>LEAVES, HOLIDAYS</b>					
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
<b><u>Vacation</u> - based on service years and accrued on a pay period basis</b>					
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
<b><u>Sick Leave</u> - General employees only, accrue 3.6923 hours on a pay period basis</b>					
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
<b><u>Sick Leave Conversion</u></b>					
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
<b><u>Comprehensive Annual Leave</u> - based on service years and accrued on a pay period basis</b>					
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
<b>OTHER BENEFITS</b>					
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 BA - \$5,000/FY MA - \$5,000/FY	AA - \$1,000/FY BA - \$5,000/FY MA - \$5,000/FY	AA - \$1,000/FY BA - \$5,000/FY MA - \$5,000/FY	AA - \$1,000/FY BA - \$5,000/FY MA - \$5,000/FY	AA - \$1,000/FY BA - \$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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<b>PAY PROGRAM</b>					
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
<b>ADDITIONAL OPTIONAL BENEFITS</b>					
*Flexible Spending Account - Health Care *Subject to IRS limits	\$2,750/year	\$2,750/year	\$2,750/year	\$2,750/year	N/A
Carry-over	\$300/year	\$300/year	\$300/year	\$300/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
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