



<p><b>RETIREMENT - CalPERS</b></p> <p><b>Tier 1 ("Classic")</b> 2%@55 formula. City pays 7% employee contribution.</p> <p><b>Tier 2</b> 2%@60 formula. Employee pays 7% PERS contribution. Pre-retirement and Post-retirement Survivor benefits</p> <p><b>PEPRA (Hire after January 1, 2013)</b> 2%@62 formula. Employee pays 50% of "normal cost" or current contribution rate of similarly situated employees.</p> <p><b>Retiree Medical</b> \$400/month subsidy who worked 20+ years for City and is age 60+. City participates in Medicare but not Social Security.</p> <p><b>DEFERRED COMPENSATION</b> Income may be tax deferred;</p> <p>At-Will ("Non-Classified") employees are enrolled in the Public Agency Retirement System (PARS).</p>	<p><b>WORK SCHEDULE</b> Standard 4/10 except where noted</p> <p><b>GENERAL LEAVE</b> <u>Years of Service/Starting Accrual Per Year</u> 1<sup>st</sup>: 80 hours (initial new hires, Vacation accrued but cannot be used) 4<sup>th</sup>: 96 hours 6<sup>th</sup>: 112 hours 10<sup>th</sup>: 128 hours 14<sup>th</sup>: 144 hours 18<sup>th</sup>: 160 hours Employees can cash out up to 80 hours of vacation leave annually.</p> <p><b>SICK TIME</b> 10 hours per month. Cash out up to 96/hours per year OR convert 100% of sick time, in excess of 176 hours, to vacation.</p> <p><b>HOLIDAYS</b> New Year's Day, Martin Luther King Day, President's Day, Cesar Chavez Day, Juneteenth, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Christmas Eve (5 hours), Christmas Day, New Year's Eve (5 hours); 10 hours Holiday Flex Time.</p>	<p><b>HEALTH INSURANCE</b> PPO and HMO options. Up to \$1,875.39/month for staff and eligible dependents Dental: Up to \$226.30/month contribution. City-paid psychological benefit. Vision benefit available (not City-paid).</p> <p><b>SHORT &amp; LONG-TERM DISABILITY</b> City-paid full premium.</p> <p><b>LIFE and ACCIDENTAL DEATH &amp; DISMEMBERMENT INSURANCE</b> City-paid, \$50,000.</p> <p><b>EMPLOYEE ASSISTANCE PROGRAM (EAP)</b></p>	<p><b>TUITION REIMBURSEMENT</b> Fees, books, and tuition (up to CSU rates, including summer sessions) paid by City subject to approval. Reimbursement based on pro-rate basis, i.e. full-time @100% reimbursement, half-time at @50% reimbursement.</p> <p><b>COMMUTER PROGRAM</b> Receive up to \$30/month for carpooling, biking, or other modes of transportation.</p> <p><b>PREMIUM PAY</b> Available to certain roles in Police and Public Works; Bilingual Pay;</p> <p><b>SAFETY SHOES AND UNIFORM ALLOWANCE</b> Provided to all union members in Public Works, Police Department, Building inspectors, and Code Enforcement officers.</p> <p><b>DISCOUNTS AND CASH BACK</b> Travel, auto, restaurants, tickets, sports, health and wellness.</p> <p><b>UNION MEMBERSHIP</b> This position is covered by the MOU for the City and General &amp; Supervisory (Teamsters) Group.</p>
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