



<p>RETIREMENT - CalPERS Tier 1 ("Classic") 2%@55 formula. City pays 7% employee contribution. 3%@50 for Police Chief. City pays 9% safety contribution. Tier II 2%@60 formula. (2%@50 for Police). Tier III (hired after January 1, 2013) 2%@62 formula. Employee pays 50% of "normal cost" or current contribution rate of similarly situated employees. Retiree Medical \$400/month subsidy who worked 20+ years for City and is age 60+. City participates in Medicare but not Social Security. DEFERRED COMPENSATION City contributes up to \$8,000 per year. At-Will ("Non-Classified") employees are enrolled in the Public Agency Retirement System (PARS). PRIOR SERVICE CREDIT Upon 5 years of service in HB, employee's prior eligible years of service will be counted toward accrual of benefits, inc. paid leave and retiree medical benefits.</p>	<p>WORK SCHEDULE Standard 4/10 except where noted GENERAL LEAVE <u>Years of Service/Starting accrual Per Year</u> 1st: 114 hours 5th: 138 hours 10th: 178 hours Employees can cash out up to 80 hours of vacation leave annually. SICK TIME 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. HOLIDAYS 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 <ul style="list-style-type: none"> If Chief of Police works on recognized holiday, s/he shall receive holiday compensatory time at a rate of hour-per-hour worked not to exceed normal work schedule OTHER LEAVES Management Leave: 100 hours</p>	<p>HEALTH INSURANCE PPO and HMO options. Up to \$1,875.39/month for staff and eligible dependents. <ul style="list-style-type: none"> Opt Out Stipend: \$750/month. Dental: Up to \$226.30/month contribution. <ul style="list-style-type: none"> Opt-Out Stipend: \$226.30/month City-paid psychological and vision benefit. If you choose a plan with a monthly premium less than the value of the monthly opt-out, you'll receive the cash difference. SHORT & LONG-TERM DISABILITY City-paid full premium. LIFE and ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE City-paid to 2x annual salary to a max of \$200,000. EMPLOYEE ASSISTANCE PROGRAM (EAP)</p>	<p>TRAINING & DEVELOPMENT Up to \$3,500/year. COMMUTER PROGRAM Receive up to \$30/month for carpooling, biking, or other modes of transportation. MANAGEMENT PERFORMANCE BONUS Up to 10% of base annual salary PEACE OFFICER STANDARD TRAINING PAY 5% base salary WELLNESS REIMBURSEMENT PROGRAM Employees may request reimbursement of up to \$500 dollars per plan year for participation in activities promoting personal health and wellness. DISCOUNTS AND CASH BACK Travel, auto, restaurants, tickets, sports, health and wellness. RELOCATION EXPENSES Reimbursement up to \$15,000 with City Manager approval.</p>
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