



<p>RETIREMENT - CalPERS Tier 1 ("Classic") 3%@50 formula. Tier II (hired on or after July 1, 2011) 2%@50 formula. Employee contributes 9%. AB 340. New members pay initial CalPERS contribution of 50% of normal cost rate, rounded to nearest quarter of 1%. Safety Option 2: 2.7%@57 formula. Retirement based on highest 36 month period. Retiree Medical \$400/month subsidy who worked 20+ years for City and is age 55+. City participates in Medicare but not Social Security. DEFERRED COMPENSATION A plan is available.</p>	<p>FLEXIBLE WORK SCHEDULE Choice of working 4/10 or 5/40. GENERAL LEAVE <u>Years of Service/Starting Accrual Per Year</u> 1st: 96 hours 7th: 112 hours 8th: 136 hours 15th: 160 hours 16th: 168 hours 17th: 176 hours Automatic cash out of unused vacation in excess of 270 hours every October. Leave of Absence, not to exceed 60 days, every other year without pay. SICK TIME 10 hours per month; 12 hours per month starting at year 15. 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 OTHER LEAVES Management Leave: 100 hours</p>	<p>HEALTH INSURANCE PPO and HMO options. Up to \$1,931.04/month for staff and eligible dependents. Dental: Up to \$226.30/month contribution. City-paid psychological benefit. Vision insurance offered (not covered). SHORT & LONG-TERM DISABILITY City-paid premiums (30-day waiting period). Short Term: 66.6% earnings (Max \$1,125/week); Long-Term: Max benefit \$4,500/month (begins after 90 days). LIFE and ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE City-paid to 2x annual salary up to max of \$200K EMPLOYEE ASSISTANCE PROGRAM (EAP)</p>	<p>TRAINING & DEVELOPMENT Fees, books, and tuition (up to CSU rates, including summer sessions) paid by City subject to approval. Annual fiscal year max reimbursement set by HR using CSU rates. COMMUTER PROGRAM Receive up to \$30/month for carpooling, biking, or other modes of transportation. DISCOUNTS AND CASH BACK Travel, auto, restaurants, tickets, sports, health and wellness. COMPENSATION Overtime Eligible UNIFORM ALLOWANCE: \$850/year AMMUNITION REPLACEMENT 50 rounds of ammunition/month at firing range. PHYSICAL FITNESS TIME On-duty workout 30 minutes/ shift.</p>
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