



<p>RETIREMENT - CalPERS Tier 1 ("Classic") 2%@55 formula. City pays 7% employee contribution.</p> <p>Tier 2 2%@60 formula. Employee pays 7% PERS contribution. Pre-retirement and Post-retirement Survivor benefits</p> <p>PEPRA (Hire after January 1, 2013) 2%@62 formula. Employee pays 50% of "normal cost" or current contribution rate of similarly situated employees.</p> <p>Retiree Medical \$400/month subsidy who worked 20+ years for City and is age 60+. City participates in Medicare but not Social Security.</p> <p>DEFERRED COMPENSATION City Contributes up to \$25.00 per month. Income may be tax deferred At-Will ("Non-Classified") employees are enrolled in the Public Agency Retirement System (PARS).</p>	<p>WORK SCHEDULE Standard 4/10 except where noted</p> <p>GENERAL LEAVE <u>Years of Service/Starting Accrual Per Year</u> 1st: 80 hours (May request 1 wk vacation 6 mo after hire) 4th: 96 hours 6th: 112 hours 10th: 128 hours 14th: 144 hours 18th: 160 hours Employees can cash out up to 80 hours of vacation leave annually.</p> <p>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.</p> <p>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</p>	<p>HEALTH INSURANCE 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>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).</p> <p>LIFE and ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE City-paid, equivalent to annual salary.</p> <p>EMPLOYEE ASSISTANCE PROGRAM (EAP)</p>	<p>TUITION REIMBURSEMENT 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>COMMUTER PROGRAM Receive up to \$30/month for carpooling, biking, or other modes of transportation.</p> <p>DISCOUNTS AND CASH BACK Travel, auto, restaurants, tickets, sports, health and wellness.</p>
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