



Management Benefits

- **Retirement:**

Classic members of California Public Employees' retirement System (CalPERS) will be under the 2% @ 60 defined benefit plan. As part of this benefit members pay eight percent (8%) towards contribution. Additional benefits include: Three Year Final Compensation, Service Credit for Unused Sick Leave and the 1959 Survivor Benefit Level IV.

PEPRA Members: California Public Employees' Retirement System (CalPERS) under the 2% @ 62 defined benefit plan. As part of this benefit members pay the statutorily mandated 50% of the normal cost plus an additional 1%. Additional benefits include: Three Year Final Compensation, Service Credit for Unused Sick Leave and the 1959 Survivor Benefit Level IV.

- **Deferred Compensation:** The City contracts with MissionSquare Retirement for deferred compensation program. The City provides a \$75 matching contribution per pay period. Enrollment is voluntary.
- **Management Benefits:** The City offers a Cafeteria Plan and city contribution is \$1,800 per month on a use or lose basis. Effective December 1, 2025, the City contribution will increase to \$2,050 per month.
 - Health Insurance-CalPERS Health Plans
 - Dental - Delta Dental
 - Vision -VSP
 - Life Insurance and LTD- Standard Insurance
- **Sick Leave:** Sick leave accrual rate of 96 hours per year.
- **Vacation Accrual:** Vacation leave from 80 hours per year to 200 hours per year based on years of service with the City. Vacation buy-back is available of up to 80 hours per fiscal year.
- **Administrative Leave:** 50 hours of administrative leave per fiscal year on a use or lose basis.
- **Holidays:** Eleven (11) paid holidays per year.
- **Flexible Spending Account:** A flexible spending account program is available to employees on a pre-tax basis to pay for eligible health and dependent care costs.
- **Retirement Health Savings Plan:** Management employees contribute fifty dollars (\$50) per month to a Retirement Health Savings Plan.
- **Other Benefits:** Access to City Hall Gym