



Full-time, permanent employee benefits include:

Medical – A wide range of health care plans are available with up to 75% of monthly premiums paid by the City. The City also offers dental, vision, and AFLAC plans that includes accident and short-term disability.

Life Insurance - Life and Accidental Death & Dismemberment (AD&D) Insurance ranging from \$15,000 to \$30,000 depending on position.

Flexible Spending — Access to the City's flexible spending (IRS Section 125 account for medical and dependent care reimbursements and/or childcare).

Retirement — The City participates in CalPERS, the nation's largest public pension fund in the nation. Benefits are dependent upon position's CalPERS membership start date as summarized below:

Classic Members, Non- Sworn Miscellaneous

2% at age 55

City currently contributes 10.88%

Employees currently contribute 7% on a pre-tax basis

PEPRA, Non- Sworn Miscellaneous (New CalPERS members after 1/1/2013)

2% at age 62

City currently contributes 7.68%

Employees currently contribute 7.75% on a pre-tax basis

Classic Members, Public Safety

3% at age 50

City currently contributes 23.71%

Employees currently contribute 9% on a pre-tax basis

PEPRA, Public Safety (New CalPERS members after 1/1/2013)

2.7% at age 57

City currently contributes 13.54%

Employees currently contribute 13.75% on a pre-tax basis

Deferred Compensation — The City offers two different, voluntary 457 deferred compensation plans.

Vacation Leave — Vacation time earned bi-weekly based on years of service (from 3.0769 to 6.1538 hours per pay period).

Vacation Leave Buy Back – Is offered to employees who elect to buy back accrued vacation time twice a year based on eligibility.

Sick Leave — Sick leave is earned bi-weekly at a rate of 3.6923 hours.

Holiday Leave — Nine (9) to twelve (12) paid holidays per year depending on position.

Floating Leave – Some positions are provided floating holiday hours.

Non-Safety up to 8 floating holiday hours.

Fire up to 24 hours of floating holiday hours.

Police sworn up to 12 floating holiday hours.

Administrative Leave - Some positions are provided from 8 - 24 hours of Administrative Leave per fiscal year.

Automobile Allowance — Department Heads may be eligible for a monthly automobile allowance.

Technology Allowance — \$60-\$75 per month for eligible positions.

Incentive Bonuses – Some positions which benefit from acquiring higher certifications and professional licenses are eligible to receive one-time incentive bonuses as negotiated by employee associations or determined by the City Manager.

Educational Allowance – The City promotes higher education by providing an annual educational allowance

Professional Development — The City encourages professional development by providing a travel and training budget for each department.

Part-time employee benefits include bi-weekly earned sick leave at a rate of 1 (one) hour for every 30 (thirty) hours worked with a maximum accrual of 48 hours.