



Retirement

Enrollment in the California Public Employees' Retirement System (CalPERS) for lifetime benefits.

"New" Member

- 2% @ age 62 formula
- 2.7% @ age 57 formula (Safety)

"Active" Member

Active membership in another California retirement plan that provides eligible reciprocity with CalPERS, your enrollment may qualify for second tier retirement formula:

- 2% @ age 60 second tier retirement formula.
- 3% @ age 55 (Safety)

Pre-retirement and post-retirement Survivor benefits.

Deferred Compensation

Team members may participate in City's 457 Plan allowing tax deferred savings through VOYA. This plan helps team members build a plan for their future and contribute to their family's long-term financial well being.

Retiree Health Savings

Up to 1,900 hours of sick leave deposited into RHS account at retirement plus monthly contribution to a RHS account through TASC

Flex Spending Accounts

Team members may contribute up to \$3050 per year tax-free, to Health Care and up to \$5000 per year tax-free for Dependent Care Spending Accounts.



Paid Leave

Vacation

Vacation accruals starting at 80 hours per year and increases based on years of service.

Sick Leave

- City paid sick leave accrued at the rate of 3.692 hours per bi-weekly pay period (or 96 hours per year)
- With no maximum accumulation
- No Buyback

Other Leaves

- Jury Duty (Unlimited)
- Bereavement (up to six days)
- Military Leave

Holidays

12 Paid Holidays:

- New Year's Day
- Martin Luther King Jr. Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving Day
- Friday after Thanksgiving
- Day before Christmas
- Christmas Day
- New Year's Eve

Alternate Work Schedules

- 9/80 Work Schedule
- 4/10 Work Schedule available upon approval of City Manager. Not guaranteed.



Medical Coverage

- City paid medical insurance coverage for you and your qualified dependent(s) in a **CalPERS medical plan**.
- The City contributes 100% of the premium for your eligible level of coverage up to the Kaiser Permanente medical plan offered by CalPERS. There is no eligibility to receive any unused premium amount.
- Medical insurance coverage is effective the first of the month following your employment start date.
- A **Medical Opt Out provision** for medical insurance is available with proof of alternative employer group coverage. Eligible allowance is up to \$650.00 per month based on your eligible number of qualified dependent(s).

Dental Coverage

The City offers a choice between two City-sponsored dental plans for you and your qualified dependent(s).

- **Delta Dental** The monthly employee contribution for Delta Dental (PPO) is \$57.20 (composite rate).
- **MetLife Dental** The monthly employee contribution for MetLife Dental (HMO) is \$0 for employee only or \$13.71 for employee plus family coverage.

Coverage is effective the first of the month following your employment start date.

Vision Coverage

The City offers **VSP**, a voluntary vision plan for employee and dependents

Group Life & AD & D Insurance

- City paid group basic Life Insurance coverage in the amount of \$50,000 (\$100,000 for Safety and Management). This coverage includes Accidental Death and Dismemberment (AD&D) coverage.
- Additional Voluntary Life plans available through carrier.



Tuition Reimbursement

Maximum advancement or reimbursement, including cost of tuition and books shall be paid up to California State University of Long Beach (CSULB). Courses, specialized training or degree programs must be job-related and pre-approved by Department Head and Human Resources Department.

Bilingual Pay

There are a number of employees required to speak or translate Spanish as part of their regular duties and will be compensated \$70 per month after passing a conversational examination by a certified interpreter.

Rideshare Program

Incentives available for use of public transportation, carpooling, walking, cycling or ride-share.

Employee Disability Leave

After one year of continuous service with the City, an employee and who has exhausted all accrued leave (vacation, sick leave, compensatory time) due to non-industrial illness or injury can be advanced sick leave time at the rate of seventy-five percent (75%). Maximum hours calculation based on years of service.

Long-Term Disability Insurance

City paid coverage. Plan pays 60% of salary after 60 day waiting period

Employee Assistance Program

Providing confidential counseling and referral service free of charge to team members and their family.