



CITY OF SOLANA BEACH EMPLOYEE BENEFIT PACKAGE

Confidential Employees FY 19/20

Group Health Insurance

The City provides \$1,358.00 per month in a Cafeteria Plan, which allows employees to purchase a group medical insurance plan through the California Public Employees Retirement System (CalPERS). Dental and Vision insurance plans are also available. Remaining balances are available as cash-back to employees.

Flexible Spending Accounts

The City participates with WageWorks, which provides employees the option of setting aside pre-tax dollars for reimbursement of eligible health care or dependent care expenses.

Retirement

The City provides retirement benefits through CalPERS using a 2% at 62 retirement formula, with employee's three year highest salary of which the employee pays the entire 6.25% employee share.

Life Insurance

The City provides all full-time permanent employees with life insurance equivalent to 1x their annual base salary, at no cost to the employee.

Long Term Disability Insurance

Long Term Disability Insurance (LTD) paid by the City for all confidential employees.

Holidays

The City observes 12 full day Holidays each year. In addition, the City provides three (3) "floating" Holidays, which are credited in January and July.

Vacation Leave

Vacation accrual for full-time permanent employees is based on years of continuous service. Employees, who complete up to 36 months, accrue 3.08/hppp; 37 to 120 months, accrue 4.62/hppp; and 121 or more, accrue 6.15/hppp.

Sick Leave

Full-time employees accrue sick leave at the rate of 3.69 hours per biweekly pay period. There shall be no limit to the amount of sick leave that an employee may accumulate. Each year, employees may convert up to 60 hours of sick leave to vacation leave on their employment anniversary, depending on sick leave balance and usage.

Tuition Reimbursement

City employees may receive up to \$2,000 annually in tuition reimbursement for college-level courses for additional training. Courses must be approved in advance.