



CITY OF SOLANA BEACH EMPLOYEE BENEFIT PACKAGE

Solana Beach Fire Association FY 19/20

Group Health Insurance

The City provides up to a maximum of \$1,500 per month in a Cafeteria Health Plan, which allows employees to purchase a medical insurance plan through the California Public Employees Retirement System (CalPERS) as well as dental and vision insurance plans. Cash-back is limited to \$475 per month*.

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 2.7% at 57 retirement formula mandated under the Public Employees' Pension Reform Act of 2013 (PEPRA). The retirement benefit is based on the employees' highest three years of salary. Employees shall pay 50% of the normal cost contribution. Classic Members as defined by CalPERS shall pay the entire 9% employee share as well as contribute 3% towards the employer's share of this benefit for a total of 12%.

Life Insurance

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

Holidays

The City provides 122 hours of Holiday-in-Lieu pay to the full-time permanent SBFA employees; payable in equal installments each two-week pay period.

Vacation Leave

Vacation accrual for full-time permanent employees is based on years of continuous service. Employees, who complete up to 36 months, accrue 4.308/hppp; 37 to 120 months, accrue 6.461/hppp; and 121 or more, accrue 8.616/hppp.

Sick Leave

Full-time fire employees who regularly work a schedule that averages 56 hours per week shall accrue sick leave at the rate of 7.385 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 40 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.

* Please refer to the Fire MOU for a full description of the group health insurance benefits.