



**CITY OF SOLANA BEACH
EMPLOYEE BENEFIT PACKAGE
Solana Beach Employees' Association
Marine Safety Unit
FY 11/12**

Group Health Insurance

The City provides \$715.00 in a Cafeteria Health Plan, which allows employees to purchase a 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 dependant care expenses.

Retirement

The City provides retirement benefits through CalPERS using a 2% at 50 retirement formula. The retirement benefit is based on the employees' highest three years of salary. The employee's retirement contribution is 9% of salary of which the employee pays the entire 9%, and the employer's contribution (FY 10/11) is approximately 30% of salary.

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 SBEA/MSU employees; which is paid in two equal installments in January and July (61 hours each payment). MSU members also participate in the City's December Holiday schedule.

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 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.

Uniform Allowance

MSU members will receive \$500 per year for uniforms and equipment.

Call Back Pay

Call back pay for Marine Safety employees shall be a minimum of four (4) hours.