



**CITY OF SOLANA BEACH  
EMPLOYEE BENEFIT PACKAGE  
Solana Beach Employees' Association  
Marine Safety Unit  
FY 19/20**

**Group Health Insurance**

The City provides \$1,358.00 per month 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 currently 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 2.7% 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 2% towards the employer's share of this benefit for a total of 11%.

**Life Insurance**

The City provides all full-time permanent SBEA Marine Safety 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 SBEA Marine Safety employees.

**Holidays**

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

**Vacation Leave**

Vacation accrual for full-time permanent SBEA Marine Safety 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 permanent SBEA Marine Safety employees accrue sick leave at the rate of 5.542 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.