



Benefits Summary

Term: January 1, 2022 - December 31, 2025

Salary Adjustments

January 2022 – 2.0%	January 2024 – 3.0%
January 2023 – 3.0%	January 2025 – 3.0%

Retirement Benefits

The City contracts with the California Public Employees Retirement System (CalPERS) to provide retirement benefits and has implemented first (3%@50), second (2%@50), and third (2.7%@57) tiers for safety employees.

Member Contributions: 13.6%

Flex Leave

Flex Leave accrues based on years of continuous service, starting at 144.04 annual hours for full-time members. Part-time members accrue .04 hours for each hour worked.

Bonus

Lump sum bonuses of \$1,000 will be provided to eligible unit members on 09/13/24, 10/11/24, 01/17/25 and 04/11/25. See MOU for details.

Holidays

Full-time members shall accrue holiday time at the rate of 3.69 hours per pay period and 2.77 hours per pay period for part-time members. Members elect to take this as time, pay, or a combination of the two.

Cafeteria Plan

Medical plan participants receive a monthly cafeteria allowance of \$1,745* for full-time members or \$637.53* for part-time members (plus the CalPERS medical premium contribution). Employees hired on or after September 28, 2019 are ineligible to receive any remaining balance in taxable cash.

*Cafeteria contributions decrease to \$1,645 (full-time) and \$601 (part-time) effective January 2026.

Medical Opt-Out

Eligible full-time employees receive \$1,000/\$500 per month as taxable cash back, depending on hire date. Part-time employees receive no taxable cash back.

Call-Back Duty Pay

Eligible employees receive pay for actual hours worked, with a two-hour minimum.

Standby Pay

Eligible members on a standby assignment receive 2.5 hours of base pay for each calendar day of standby duty.

Court Standby Pay

Four hours of pay for each eight hours of court standby time.

BENEFITS SUMMARY

Lifeguard Management Association

January 1, 2022 - December 31, 2025

Scholastic Pay	Eligible employees may receive 1%-2%, depending on the degree obtained and position held.
Longevity Pay	Members may earn up to 2.5% based on years of service.
Special Assignment Pay	Lifeguard Captain classification is eligible for 2.5% of base salary for Boat Pay.
Uniform Allowance	For eligible employees, reported to CalPERS bi-weekly as \$838 annually.
Compensatory Time Off (CTO)	Non-exempt members may receive Compensatory Time Off in lieu of cash for each overtime hour at the rate of one and one half (1.5) hours. Eligible employees may accrue up to eighty (80) hours of CTO per calendar year.
Sun Protection	Full-time members receive \$500 and part-time members receive \$300, annually, for the purchase of sunglasses and other sun protection items.
Bereavement Leave	Full-Time: 40 hours Part-Time: 32 hours State law provides five days of unpaid leave to part-time employees. Members may use their 32 hours of paid bereavement leave and personal leave to cover the time.
Life Insurance	City-paid policy up to \$50,000 in coverage based on annual salary for full-time members. Supplemental available at employee cost.
Disability Insurance	City-paid benefit.
Employee Assistance Program (EAP)	The EAP provides confidential counseling, education and referral on work and life issues at no cost to the employee; subject to provider guidelines.
Tuition Reimbursement	Maximum tuition reimbursement is \$1,500 per fiscal year for full-time members and \$1,125 per fiscal year for part-time members.
Retiree Health Benefits Program	The City participates in a Retiree Health Savings (RHS) defined contribution plan with City and employee contributions for full-time members.

This summary is intended for informational purposes only and is not binding. For a complete explanation of all benefits and compensation, benefit eligibility, and restrictions, refer to the current Memorandum of Understanding (MOU) and the Employee Policy Manual.

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