



CITY EMPLOYEES ASSOCIATION (CEA)

Benefits Summary

Term: November 29, 2025- December 31, 2028

Schedules/WFH

Unit members may work a 5/40, 9/80, or 4/10 schedule. A telecommuting program provides 80 hours of telecommuting per calendar year.

Salary Adjustments

November 2025 – 5%
January 2027– 4%
January 2028– 3%

Retirement Benefits

The City contracts with the California Public Employees Retirement System (CalPERS) to provide retirement benefits and has implemented first (2.5%@55), second (2%@60), and third (2%@62) tiers.

Member Contributions: 8% (first and second tiers); 8% or half the normal cost, whichever is higher (third tier)

Matching Deferred Compensation

The City matches up to a maximum of thirty dollars (\$30) per month. Additional City matching based on years of service.

Flex Leave

Flex Leave accrues based on years of continuous service, starting at 156 annual hours.

Holidays

There are 12 observed and one floating holiday per year.

If the City Council approves a holiday closure for City Hall, eligible members will receive pay for up to 3 regularly scheduled work days.

Cafeteria Plan

Medical plan participants receive a monthly cafeteria allowance of \$2,025 (plus the CalPERS medical premium contribution). Employees hired on or after March 16, 2019 are ineligible to receive any remaining balance in taxable cash.

Medical Opt-Out

Eligible employees receive \$1,000/\$500 per month as taxable cash back, depending on hire date.

Bilingual Pay

\$150 per month upon Department Director approval.

Certificate Pay

For a complete listing of eligible certificate pays, refer to the current MOU.

Call-Back Duty Pay

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

Longevity Pay

Members may receive up to 2% based on continuous, full-time years of service.

BENEFITS SUMMARY

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Standby Pay

Members on a standby assignment shall receive one hour of overtime for each eight hours assigned.

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. Employees may accumulate up to 80 hours of CTO.

Night Shift Differential

Members regularly assigned a work schedule which ends or begins after 6 P.M. shall receive \$2 per hour for every hour worked past 6 P.M. This pay is not offered when working overtime beyond a normal work schedule.

Court Time

Eligible employees receive pay for actual hours worked, with a two-hour minimum, if required to appear in court outside of regular work hours.

Bereavement Leave

Forty (40) hours of paid leave.

Reproductive Loss Leave

Eligible employees are entitled to five days of unpaid leave following a reproductive loss event in compliance with state law.

Life Insurance

City-paid policy up to \$50,000 in coverage based on annual salary. 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 \$2,000 per fiscal year.

Retiree Health Benefits Program

The City participates in a Retiree Health Savings (RHS) defined contribution plan with City and employee contributions.

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.

Rev. 11/25