



# Benefits Summary

Term: July 1, 2025 - June 30, 2028

## Salary Adjustments

July 2025 - 4%. Additional 2% equity adjustment.  
July 2026 - 4%  
July 2027 - 4%

## 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.

## Holidays

Full-time members receive 3.96 hours and part-time members receive 2.77 hours of Holiday in Lieu Pay per pay period.

## Non-Accruing Leave (NAL)

Line employees shall receive 48 hours of NAL time (fiscal year). The hours have no value and cannot be transferred to another bank, carried over from year-to-year or cashed out.

## Cafeteria Plan

Medical plan participants receive a monthly cafeteria allowance of \$2,045 for full-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.

## 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.

## Scholastic Pay

Eligible employees may receive 3.5%-4.5%, depending on the degree obtained and position held.

# BENEFITS SUMMARY

## Lifeguard Management Association

July 1, 2025 - June 30, 2028

<b>Longevity Pay</b>	Members may earn up to 2.5% based on years of service.
<b>Hazardous Equipment Pay</b>	Lifeguard Captain classification is eligible for 2.5% of base salary.
<b>Uniform Allowance</b>	For eligible employees, reported to CalPERS bi-weekly as \$838 annually.
<b>Compensatory Time Off (CTO)</b>	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.
<b>Sun Protection</b>	Full-time members receive \$500 and part-time members receive \$300, annually, for the purchase of sunglasses and other sun protection items.
<b>Bereavement Leave</b>	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.
<b>Reproductive Loss Leave</b>	Eligible employees are entitled to five days of unpaid leave following a reproductive loss event in compliance with state law.
<b>Life Insurance</b>	City-paid policy up to \$50,000 in coverage based on annual salary for full-time members. Supplemental available at employee cost.
<b>Disability Insurance</b>	City-paid benefit.
<b>Employee Assistance Program (EAP)</b>	The EAP provides confidential counseling, education and referral on work and life issues at no cost to the employee; subject to provider guidelines.
<b>Tuition Reimbursement</b>	Maximum tuition reimbursement is \$1,500 per fiscal year for full-time members and \$1,125 per fiscal year for part-time members.
<b>Retiree Health Benefits Program</b>	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.

Rev. 07/25