



RETIREMENT – CalPERS

“Classic” Member

- 2%@55 formula; Employee pays 7% employee contribution.
- Single highest year calculation

“New” Member

- 2%@62 formula; Employee pays 7.75% or one-half of the normal cost as identified annually by CalPERS.
- Average of the highest three years calculation

Pre-retirement and Post-retirement Survivor benefits

Retiree Medical

- Retire from CMB with 15 years of CMB service eligible for \$250/month until Medicare eligibility or age 65

DEFERRED COMPENSATION

- Income may be tax deferred through MissionSquare plan.
- Civil Service (“classified”) employees receive a City contribution of 2.5% of the employee’s monthly compensation to a 401(a) plan.
- At-will (“non-classified”) employees receive a City contribution of 4.5% of the employee’s monthly compensation to a 401(a) plan.

GENERAL LEAVE

Years of Service	Hours per year
Up to 5 years	200 hours
> 5 years – 10years	240 hours
10+ years	280 hours

- Accrual maximums apply
- Full-time services with other Public Agencies may be counted towards years of service for leave accrual.
- Employees may elect to cash out up to 120 hours of general leave annually.

HOLIDAYS

New Year’s Day
 Martin Luther King Day
 President’s Day
 Memorial Day
 Independence Day
 Labor Day
 Columbus Day
 Veteran’s Day
 Thanksgiving Day
 Friday following Thanksgiving Day
 Christmas Day
 “Birthday holiday”

OTHER LEAVES

- Jury Duty – up to 80 hours
- Bereavement – up to 40 hours
- Catastrophic Leave Program available

HEALTH INSURANCE

- City contribution for CalPERS medical insurance for employees and dependents up to \$2,794 per month
- Medical opt-out incentive of up to \$5,400 per year
- \$70 per month for DELTA dental coverage or cash back
- City-paid VSP vision plan for employees and eligible dependents

LONG TERM DISABILITY

- City-paid coverage
- Plan pays 60% of salary after 60 day waiting period

SHORT TERM DISABILITY

- Optional coverage available
- Plan pays 60% of salary after 30 day waiting period

LIFE INSURANCE

- City-paid coverage
- Benefit is 1.5 times annual base salary to a maximum of \$500,000
- Medex Travel Assist included with coverage

EMPLOYEE ASSISTANCE PROGRAM

TUITION REIMBURSEMENT

Up to \$3,000 for cost of tuition and books for job related classes

TOOL ALLOWANCE

Up to \$700 per year for eligible classifications

SAFETY SHOE ALLOWANCE

Up to \$200 upon hire and bi-annual thereafter for eligible classifications

FLEXIBLE SPENDING ACCOUNTS

For healthcare and/or dependent care expenses

COMMUTER PROGRAM

Employees not eligible for a car allowance may participate in the commuter program and receive \$60 per month for carpooling to work and/or using other modes of public transportation.

FITNESS CENTER ON-SITE