



RETIREMENT – CalPERS

“Classic” Member

- 3%@50 formula; Employee pays 12% employee contribution.
- Single highest year calculation

“New” Member

- 2.7%@57 formula; Employee pays the 14.50% or the contribution rate 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 20 years of CMB service eligible for \$300 per month until Medicare eligibility or age 65
- Retire from CMB with 20 years of law enforcement service with minimum 10 years of consecutive CMB service eligible for \$400 per month until Medicare eligibility or age 65
- Association offers Medical Trust Fund

DEFERRED COMPENSATION

- Income may be tax deferred through MissionSquare plan.

VACATION

Years of Service	Hours per month
6 months - 5 years	8.667 hours
5 - 10 years	10.833 hours
10 - 15 years	13.00 hours
15 - 20 years	15.167 hours
20+ years	17.333 hours

- Accrual maximum apply
- Full-time sworn services may be accounted towards years of service for leave accrual
- Employees may elect to cash out up to 105 hours of vacation leave annually.

SICK LEAVE

- 92 hours per year
- Annual sick leave conversion available

HOLIDAYS

- 110 hours per year in lieu of paid holidays
- “Birthday holiday”
- Employees may elect to cash out up to 30 hours of holiday leave annually.

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 employee and dependents at PORAC premium level (max 95% of PORAC premium)
- Medical opt-out incentive up to up to \$5,400 per year
- City paid DELTA dental plan for employees and eligible dependents
- City paid VSP vision plan for employees and eligible dependents

LONG TERM DISABILITY

Administered through Association

SHORT TERM DISABILITY

Administered through Association

LIFE INSURANCE

- City paid coverage; Optional through Association
- Benefit is 1.0 times annual base salary to a maximum of \$100,000
- Medex Travel Assist included with coverage

FLEXIBLE SPENDING ACCOUNTS

For healthcare and/or dependent care expenses

FITNESS CENTER ON-SITE

TUITION REIMBURSEMENT

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

UNIFORM ALLOWANCE

- \$700 per year
- \$715 per year for Motor Officers
- \$880 per year for Canine Officers

EDUCATION INCENTIVE PAY

- 2.5% of base pay for Bachelor’s degree
- 2.5% of base pay for Master’s degree

POST CERTIFICATION PAY

- 5% of base pay for Intermediate
- 5% of base pay for Advanced

LONGEVITY PAY

- 5% of base pay for 15 years of sworn service
- 5% of base pay for 20 years of sworn service

SPECIAL ASSIGNMENT PAY

Opportunity to earn special pay for assignments such as: Traffic, Dog Handler, Motorcycle Service, Detective Service, Crime Scene Investigator, Training Officer, Court Liaison, Defensive Tactics Instructor, Firearms Instructor, and many more.