



RETIREMENT – CalPERS

“Classic” Member

- 2%@55 formula; Employee pays 7% member contribution
- Single highest year calculation
- 3%@55 for Div./Deputy Chiefs who pay 12% member contribution

“New” Member

- 2%@62 formula; Employee pays 7.75% or one-half the normal cost as identified annually by CalPERS
- Average of the highest three years calculation
- 2.7%@57 for Div./Deputy Chiefs who pay 14.5% or one-half the normal cost 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
- At-will (“non-classified”) employees receive a City contribution of 4.5% of the employee’s monthly compensation to a 401(a) plan
- Div./Deputy Chiefs (classified employees) receive a City contribution of 2.5%

GENERAL LEAVE

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

- Div./Deputy Chiefs accrue at a higher rate
- 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 (168 hours for Div./Deputy Chiefs) 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
- 4.74 hours/pp for Div./Deputy Chiefs
- “Birthday holiday”

OTHER LEAVES

- Jury Duty – up to 80 hours
- Bereavement – up to 40 hours (48 hours for Div./Deputy Chiefs)

HEALTH INSURANCE

- City contribution for CalPERS medical insurance for employees and dependents up to \$2,794 per month
- Medical opt-out incentive 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

SPECIALTY PAY

\$100 per month for eligible employees who perform Notary Public services

AUTO ALLOWANCE

\$200 per month for eligible positions

UNIFORM ALLOWANCE

\$600 per year month for Div./Deputy Chiefs

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