

## 2024 - EXEMPT AND CONFIDENTIAL CITY BENEFITS

<b>RETIREMENT</b>	<p>Three tier system:</p> <ul style="list-style-type: none"> <li>• <u>Tier one</u> - Employees hired prior to April 30, 2011; 2% at 55 Public Employees Retirement System (PERS) retirement benefit.</li> <li>• <u>Tier two</u> – PERS Classic members hired after April 29, 2011; 2% at 60 Public Employees Retirement System (PERS) retirement benefit.</li> <li>• <u>Tier three</u> – PERS PEPPRA members hired after December 31, 2012; 2% at 62 Public Employees Retirement System (PERS)</li> <li>• No participation in Social Security; there is a deduction for Medicare</li> </ul>
<b>RETIREE HEALTH</b>	<ul style="list-style-type: none"> <li>• City-paid retiree medical 55-65 = same health benefits premium as active employees (Retiree +1)</li> <li>• City-paid medical at Medicare eligibility (65) = Minimum Employer Contribution (\$157 for 2024)</li> <li>• Vesting Schedule: <ul style="list-style-type: none"> <li>○ Hired on or before December 31, 2014 100% Vested</li> <li>○ Hired on or after January 1, 2015 25% @ 5 years; 50% @ 10 years; 100% @ 15 years</li> </ul> </li> </ul>
<b>COLA INCREASES</b>	<ul style="list-style-type: none"> <li>• There is a 4% COLA that will be effective July 2024 and 2025.</li> </ul>
<b>VACATION</b>	<p>0-4 Years: 80 hours (accrued bi-weekly)  5-9 Years: 120 hours (accrued bi-weekly)  10+ Years: 160 hours (accrued bi-weekly)</p>
<b>MANAGEMENT LEAVE</b>	Exempt employees receive from 100 to 120 Hours per year (depending upon classification).
<b>HOLIDAYS</b>	Twelve annually, plus 1 floating Holiday
<b>SICK LEAVE</b>	Annual accrual is 96 hours (accrued bi-weekly). Upon accumulation of 96 hours sick time, up to 40 hours may be converted to vacation as outlined in the Personnel Rules and Regulations.
<b>HEALTH INSURANCE</b>	Effective January 1, 2024 City contributes up to a maximum of \$1,991 per month for Health Insurance (medical, dental, and vision) for full-time employees and eligible dependents.
<b>CAFETERIA-STYLE BENEFITS</b>	Employee has the option of contributing the unused health insurance balance to a 457 or taxable cash of unused balance. Up to \$8,364 annually (\$697/month).
<b>STATE DISABILITY</b>	Employer paid
<b>TERM LIFE INSURANCE/AD&amp;D</b>	Coverage equal to one year’s annual salary – City paid
<b>DEFERRED COMPENSATION</b>	Voluntary employee participation in four (4) 457 plans
<b>EMPLOYEE ASSISTANCE PROGRAM</b>	The EAP provides clinical and short-term counseling, as well as assistance for financial, legal, childcare and eldercare issues.
<b>TUITION REIMBURSEMENT</b>	Up to \$3,000 per calendar year with pre-approval
<b>FLEXIBLE SPENDING ACCOUNT</b>	Voluntary employee participation in two flexible spending accounts (Medical and Dependent Care); no contribution by the City.