

BENEFITS SUMMARY





HEALTH INSURANCE

A new employee will become a member of the City's group health plan on the first day of the month following their date of hire. Employees can choose from various available options (HMO and PPO), Fire Safety/Fire Management groups can choose available options offered through CalPERS Health. Employees have the option to waive coverage and receive an opt out stipend based on current benefit offerings in labor group Memorandums of Understandings (MOUs).



DENTAL AND VISION PLANS

Both dental and vision plans are voluntary and 100% employee paid. City currently offers HMO and PPO plans through Delta Dental and PPO plans through VSP.



LIFE INSURANCE

The City Provides Life and Accidental Death and Dismemberment insurance coverage equivalent to two times employee's gross annual salary up to \$400,000. Fire Safety employees receive Life and Accidental Death and Dismemberment coverage equivalent to the employee's annual salary.



DISABILITY

City provides Short and Long Term disability benefits to all Full Time employees*. Short Term disability provides 66.67% of basic weekly earnings after the 30-day elimination period, and Long Term disability provides 66.67% of basic monthly earnings after the applicable elimination period.

*Employees under Fire Safety group are eligible for Long Term disability benefits through the Fire Safety Association.

PAID LEAVE

HOLIDAYS

The City observes the State of California’s recognized holidays as published by the California Secretary of State with the addition of three (3) floating holidays, equal to 27 hours.

Fire Safety and Full Time EMTs receive straight time biweekly holiday pay in lieu of holiday time off.

VACATION

For the first 5 years employees will accrue 80 hours per year, with increasing accruals at 5 year increments. Employees under Fire Safety group will accrue 132 hours, and employees hired into full time EMT positions will accrue 108 hours per year. Accrual rate grows after 5 years and are reflected in current MOUs.

SICK LEAVE

Employees accrue 96 hours each year. Fire Safety employees accrue 144 hours per year and full time EMTs accrue 108 hours per year. Each group has an established accrual limit and employees have an annual opportunity to buy back sick leave hours after having accrued 300 hours in their bank.

ANNUAL LEAVE

HOLIDAYS	11 DAYS
FLOATING HOLIDAYS	27 HOURS
VACATION*	80 HOURS
SICK	96 HOURS
BEREAVEMENT	40 HOURS
EXECUTIVE LEAVE**	40-80 HOURS

* Vacation leave accrual increases after year 5

** Eligible employees only, hours per year vary per position

NON-SAFETY VACATION LEAVE ACCRUAL

0-5 YEARS OF SERVICE	80 HOURS/YEAR
6-10 YEARS OF SERVICE	120 HOURS/YEAR
11-15 YEARS OF SERVICE	160 HOURS/YEAR
16+ YEARS OF SERVICE	200 HOURS/YEAR

RETIREMENT BENEFITS





The City participates in the California Public Employees’ Retirement System (CalPERS)

FOR CLASSIC MEMBERS

(CURRENT CALPERS MEMBERS)

NON-SAFETY: CalPERS’ retirement plan provides the 2% at 55 benefit formula. Employees pay 3% cost share in addition to required employee share of CalPERS cost.

SAFETY: CalPERS’ retirement plan provides the 3% @ 55 benefit formula. Employees pay 6% cost share in addition to the required employee share of CalPERS cost.

CALPERS RETIREMENT		SOCIAL SECURITY PARTICIPATION
NON- SAFETY CLASSIC	2% at 55	
NON- SAFETY PEPRA	2% at 62	
SAFETY CLASSIC	3% at 55	
SAFETY PEPRA	2.7% at 57	

FOR NEW CALPERS MEMBERS (PEPRA)

NON-SAFETY: CalPERS’ retirement plan provides the 2% @ 62 formula. Employees are required to pay 50% of the normal cost in addition to 2.25% cost share.

SAFETY: CalPERS’ retirement plan provides 2.7% @ 57 formula. Employees are required to pay 50% of the normal cost in addition to 1.25% cost share.

Non-Safety employees also participate in Social Security Benefit.

PAID LEAVE BENEFITS FOR NON-SAFETY EMPLOYEES

PAID MATERNITY/PATERNITY LEAVE: City will provide employees up to one-hundred and sixty (160) hours of paid leave to be used in forty (40) hour blocks for the birth, adoption, or foster care placement of a child.

PAID GRANDPARENT LEAVE: City will provide employees up to forty (40) hours of paid leave to be used in eight (8) or nine (9) hour blocks for the birth, adoption, or foster care placement of a grandchild.

BABY ON BOARD PROGRAM (non-safety employees only)

City of San Marcos recognized new parents' responsibilities and benefits of babies staying with parents, thus allowing new parents to bring their baby to work until the child is 6-8 months old or begins to crawl, whichever comes first.

TELECOMMUTING/REMOTE WORK

At the City of San Marcos, we recognize the benefits of work/life balance, and consider telecommuting to be a viable and flexible work option when both the employee and the job are suited to such an arrangement.

DEFERRED COMPENSATION

City offers a voluntary 457 deferred compensation plan through two different preferred vendors. Additionally, City offers a new match program of up to 0.5% of employee's annual base salary per calendar year to all non-safety employees.

FLEX SPENDING ACCOUNT (FSA)

All employees are eligible to participate in the City's Section 125 Flexible Spending Account plan. This is an IRS-approved plan that allows you to set aside pre-tax dollars to use for eligible health care or dependent care expenses.

RETIREE HEALTH SAVINGS (RHS)

All employees participate in an RHS Plan. Contributions differ per employee group.

TUITION REIMBURSEMENT

Employees who have been employed with the City of San Marcos for at least one year are eligible to receive up to \$1,500 in tuition reimbursement or student loan payments per fiscal year.

BILINGUAL PAY

Employees who are required to use their bilingual skills in the performance of their duties will receive an additional \$100 or \$150 (depending on the employee group) per month as bilingual compensation. In order to be eligible, employees must successfully complete a bilingual performance examination.

ADDITIONAL VOLUNTARY BENEFITS

The City provides employees the opportunity to purchase supplemental benefits at the employee's cost. The employee can select Group Accident Insurance, Group Hospital Confinement Insurance, or Group Critical Care Insurance.

LONGEVITY STIPENDS

An employee is eligible for a one-time longevity stipend, as an incentive to remain with the City when the employee's service to the City reaches 10, 15, 20, 25, and 30 years. Not applicable to mid-management and above positions including Fire Management.

UNIFORM ALLOWANCE

Fire Safety, Fire Management and full time EMT positions will receive an annual uniform allowance.

EDUCATION INCENTIVE (Fire Safety group only)

Employees within Fire Safety group will receive a biweekly Education Stipend upon proof of AA/60 units or BA/BS degree completion.