

**Benefits for City Employees
GENERAL EMPLOYEES**

Benefits

- The City contributes a monthly payment equal to 90% of the Kaiser HMO premium rates at each level of coverage (Employee only, Employee plus One Dependent, and Family) for active employees.
- Employees covered by another insurance plan may be eligible for \$400 per month in lieu of health coverage.
- The City contributes 100% of the current "Supplement/Managed Monthly Employee Only Rate for Kaiser Senior Advantage" (currently \$323.74) to assist with medical insurance costs for CalPERS covered retirees.
- \$281.93 "Cafeteria Plan" towards out-of-pocket medical health premium, if any, Life, Group LTD, Dental and Vision Insurance and an Employee Assistance Program.
- Several "family friendly" benefits such as sick leave for dependent care, bereavement, and flexible work schedules.

Paid Leave

Vacation: 12 days = 0-3 years of service
15 days = 4-9 years of service
20 days = 10-15 years of service
25 days after 16 years of service

Sick Leave: 12 days per year.

Holidays: 15 paid holidays per year.

Vacation Same as Cash: Eligible employees may convert a portion of their accumulated vacation to cash based on certain guidelines.

Longevity Pay

After the completion of 10 years = \$100 per mo.; after the completion of 15 years = \$150 per mo.; after the completion of 20 years = \$200 per mo.; after the completion of 25 years = \$250 per mo.

Union Representation

The City of American Canyon is an Agency Shop. Positions subject to agency shop shall as a condition of continued employment, have 30 days from the date of hire to either join the union or pay an equivalent fee to an identified non-profit organization.

Retirement Plan - CalPERS 2% @ 55 formula – CalPERS classic members

Employees are covered by the Public Employees' Retirement Systems (PERS). Employees' seven percent contribution is employee paid. Employee pays 1.813% toward employer portion (cost sharing). This formula has single highest year compensation.

Retirement Plan – CalPERS 2% @ 62 formula – CalPERS new members

- Three year average on final compensation
- A pensionable income cap of \$149,016

The City provides deferred compensation programs in which employees may participate.

Please see the current Memorandum of Understanding with the General Unit Employees and the City of American Canyon for more detailed information related to benefits.