

**MID-MANAGEMENT EMPLOYEES
EXEMPT FROM THE FAIR LABOR STANDARD ACT (FLSA)**

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.
- \$329.59 "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 = 0-2 years of service
15 days = 3-5 years of service
20 days = 6-10 years of service
25 days after 11 years of service

Management Leave: 13.5 days per fiscal year

Exempt from FLSA: Not eligible for overtime

Sick Leave: 12 days per year.

Holidays: 15 paid holidays per year.

Vacation and/or Management Leave Same as Cash: Eligible employees may convert a portion of their accumulated vacation and/or management leave 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.

401A Deferred Compensation Plan

The City will make a contribution of one percent of the employee's salary into a 401A deferred compensation plan. Employees are required to contribute 2% of their own money toward the plan to get this benefit.

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