



CITY OF SOLANA BEACH CONFIDENTIAL EMPLOYEES' SUMMARY OF BENEFITS FY 2025/2026

Group Health Insurance

For Fiscal Year 2025/2026, the City provides up to \$1,782.95 per month in a Cafeteria Health Plan, which allows employees to purchase a medical insurance plan through the California Public Employees Retirement System (CalPERS). Dental and Vision insurance plans are also available. Opt-out option is capped at \$475 per month for employees hired on or after July 1, 2021. This benefit will be pro-rated for part-time employees based on the employee's part-time status (50% / 75%).

Flexible Spending Accounts

The City provides Health Care and Dependent Care Flexible Spending Accounts, which provides employees the option of setting aside pre-tax dollars for reimbursement of eligible health care or dependent care expenses. The Flexible Spending Accounts are established under Section 125 of the Internal Revenue Code and are administered by a third-party administrator.

Retirement

The City provides retirement benefits through CalPERS using a 2% at 62 retirement formula mandated under the Public Employees' Pension Reform Act of 2013 (PEPRA). The retirement benefit is based on the employees' highest three years of salary, of which the employee pays the entire employee share.

457 Deferred Compensation Savings Plan

The City will contribute \$1 for each \$1 contributed to a 457 Deferred Compensation Savings Plan by each employee, with an annual cap of \$2,000 per year. Employees must have an active account with either of the City's 457 plan providers (MissionSquare or CalPERS). This benefit will be pro-rated for part-time employees based on the employee's part-time status (50% / 75%).

Life Insurance

The City provides Confidential Employees with life insurance equivalent to 1x their annual base salary, at no cost to the employee.

Long Term Disability Insurance

The City provides Long Term Disability Insurance (LTD) for Confidential employees, at no cost to the employee.

Holidays

The City observes 13-full day holidays each year. In addition, the City provides three (3) "floating" holidays per year, which are credited in January (1) and July (2). Additionally, the City Administrative Office (City Hall) will be closed from December 24th through January 1st each year. Holiday hours will be pro-rated for part-time employees based on the employee's part-time status (50% / 75%).

Vacation Leave

Vacation accrual for Confidential Employees is based on years of continuous service. Employees, who complete up to 35 months, accrue 3.08/hppp; 36 to 59 months, accrue 4.62/hppp; 60 to 119 months, accrue 6.461/hppp; 120 to 179 months, accrue 7.38/hppp; and 180+ months, accrue 8.31/hppp. Accrual rates for part-time employees will be pro-rated based on the employee's part-time status (50% / 75%).

Sick Leave

Employees accrue sick leave at the rate of 3.69 hours per biweekly pay period. There shall be no limit to the amount of sick leave that an employee may accumulate. Each year, employees may convert up to 60 hours of sick leave to vacation leave on their employment anniversary, depending on sick leave balance and usage. Accrual rate for part-time employees will be pro-rated based on the employee's part-time status (50% / 75%).

Tuition Reimbursement

Employees may receive up to \$2,000 per fiscal year in tuition reimbursement for college-level courses for additional training. Courses must be approved in advance. This benefit will be pro-rated for part-time employees based on the employee's part-time status (50% / 75%).

Bilingual Pay

Confidential employees who successfully pass a bilingual performance examination may be eligible for bilingual pay of (\$100/month). This benefit will be pro-rated for part-time employees based on the employee's part-time status (50% / 75%).