



CITY OF SOLANA BEACH MARINE SAFETY EMPLOYEES SUMMARY OF BENEFITS FY 2024/2025

Group Health Insurance

For Fiscal Year 2024/2025, the City will provide up to \$1,650.44 per month in a Cafeteria Health Plan, which allows members of the Marine Safety Unit 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.

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 2.7% at 57 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. Employees shall pay 50% of the normal cost contribution. Classic Members as defined by CalPERS shall pay the entire 9% employee share as well as contribute 2% towards the employer's share of this benefit for a total of 11%.

457 Deferred Compensation Savings Plan

The City will contribute \$1 for each \$1 contributed to a 457 Deferred Compensation Savings Plan by each member of the Marine Safety Unit, with an annual cap of \$2,000 per year. SBEA/MSU employees must have an active account with either of the City's plan providers (MissionSquare or CalPERS).

Life Insurance

The City provides members of the Marine Safety Unit with life insurance equivalent to 1x their annual base salary, at no cost to the employee.

Long Term Disability Insurance

Long Term Disability Insurance (LTD) paid by the City for all members of the Marine Safety Unit.

Holidays

The City provides all members of the Marine Safety Unit with 152 hours of Holiday-in-Lieu pay per year.

Vacation Leave

Vacation accrual for Marine Safety Unit members 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.

Sick Leave

Members of the Marine Safety Unit accrue sick leave at the rate of 5.542 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 40 hours of sick leave to vacation leave on their employment anniversary, depending on sick leave balance and usage.

Tuition Reimbursement

Members of the Marine Safety Unit 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.

EMT Pay

Marine Safety Unit members who maintain an active State of California Emergency Medical Technician (EMT) license will receive the following: Marine Safety Lieutenant and Marine Safety Sergeant: \$1,200/year.

Educational Incentive Pay

Eligible Marine Safety Unit members will receive \$960/year for an associate degree or \$1,800/year for a bachelor's degree.

Bilingual Pay

Members of the Marine Safety Unit who successfully pass a bilingual performance examination may be eligible for bilingual pay of (\$100/month).