



CITY OF SOLANA BEACH MISCELLANEOUS EMPLOYEES' SUMMARY OF BENEFITS FY 2021/2022

Group Health Insurance

The City provides up to \$1,426.00 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. For opt-out provisions, please see the [Miscellaneous Employees' Memorandum of Understanding](#).

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 6.25% employee share.

457 Deferred Compensation Savings Plan

The City will contribute \$1 for each \$1 contributed to a Mission Square Retirement (formerly ICMA-RC) 457 Deferred Compensation Savings Plan by each Miscellaneous employee, with an annual cap of the lesser of 2% of annual salary or \$2,000 per year. Miscellaneous employees must have an active account with Mission Square Retirement (formerly ICMA-RC).

Life Insurance

The City provides Miscellaneous 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 Miscellaneous employees, at no cost to the employee.

Holidays

The City observes 12-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).

Vacation Leave

Vacation accrual for Miscellaneous employees is based on years of continuous service. Employees, who complete up to 36 months, accrue 3.08/hppp; 37 to 60 months, accrue 4.62/hppp; 61 to 120 months, accrue 6.461/hppp; 121 to 180 months, accrue 7.38/hppp; and 181+ months, accrue 8.31/hppp. Accrual rates for part-time Miscellaneous employees will be pro-rated based on the employee's part-time status (50% / 75%).

Sick Leave

Miscellaneous 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 Miscellaneous employees will be pro-rated based on the employee's part-time status (50% / 75%).

Tuition Reimbursement

Miscellaneous 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.

Bilingual Pay

Miscellaneous employees who successfully pass a bilingual performance examination may be eligible for bilingual pay of (\$100/month).