

**CITY OF MANHATTAN BEACH
BENEFITS SUMMARY – MANAGEMENT CONFIDENTIAL (NON SAFETY)**

RETIREMENT – CalPERS

“Classic” Member

- 2%@55 formula; Employee pays 7% employee contribution
- Single highest year calculation

“New” Member

- 2%@62 formula; Employee pays half the “TOTAL normal cost” or the current contribution rate of similarly situated employees
- Average of the highest three years calculation

Retiree Medical:

- For eligible employees (non-Department Head) - \$250/month until Medicare eligibility or age 65
- Department Heads - \$400/month until Medicare eligibility or age 65

GENERAL LEAVE

| <u>Years of Service</u> | <u>Days per year</u> |
|-------------------------|----------------------|
| Up to 5 yrs | 25 days/year |
| 5yrs – 10yrs | 30 days/year |
| 10+ yrs | 35 days/year |

HOLIDAYS

New Year’s Day
Martin Luther King Day
President’s Day
Memorial Day
Independence Day
Labor Day
Columbus Day
Veteran’s Day
Thanksgiving Day
Friday following Thanksgiving Day
Christmas Day

MEDICAL AND DENTAL INSURANCE

- CalPERS Medical and Delta Dental Plans available
- City contribution for medical insurance for employee and dependents at PERS Choice premium level (max 95% of PERS Choice) plus additional \$70 per month for dental coverage or cash back

FLEXIBLE SPENDING ACCOUNTS

For healthcare and/or dependent care expenses

VISION INSURANCE

City paid vision plan for employees and eligible dependents

LONG TERM DISABILITY

- City paid coverage
- Plan pays 60% of salary after 60 day waiting period

SHORT TERM DISABILITY

- Optional coverage available
- Plan pays 60% of salary after 30 day waiting period

LIFE INSURANCE

- City paid coverage
- Benefit is 1.5 times annual base salary to a maximum of \$500,000
- Medex Travel Assist included with coverage

DEFERRED COMPENSATION

- Income may be tax deferred through ICMA-RC 457 plan
- Civil service employees receive a City contribution of 2.5% of employee’s monthly compensation to a 401(a) plan
- At-will employees will receive 4.5% of monthly compensation to a 401(a) plan

COMMUTER PROGRAM

Employees not eligible for a car allowance may participate in the commuter program and receive \$60 per month for carpooling to work and/or using other modes of transportation

TUITION REIMBURSEMENT

Up to \$2,500 for cost of tuition and books for job related classes

CAR ALLOWANCE

- \$400 per month for Department Heads
- \$200 per month for others as designated by the City Manager

FITNESS CENTER ON-SITE