

CITY OF MANHATTAN BEACH

BENEFITS SUMMARY – MANAGEMENT CONFIDENTIAL (SAFETY)

RETIREMENT – CalPERS

“Classic” Member

- 3% @50 formula (Police); Employee pays 12% employee contribution
- 3% @55 (Fire); Employee pays 9% employee contribution
- Single highest year calculation

“New” Member

- 2.7% @57 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) - \$400/month until Medicare eligibility or age 65

GENERAL LEAVE

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

BATTALION CHIEFS:

| <u>Years of Service</u> | <u>Days per year</u> |
|-------------------------|----------------------|
| Up to 5yrs | 26hrs/month |
| 5-10 | 30 hrs/ month |
| 10+ | 34.667/ month |

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

BATTALION CHIEF:

Receive annual bank of 123.2 hour in lieu of paid holidays

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 PER Choice). \$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

ICMA-RC DEFERRED COMPENSATION & RETIREE HEALTH SAVINGS

- Income may be tax deferred through ICMA-RC 457 plan
- Department Heads receive a City contribution of 2.5% of employee’s monthly compensation to a 401(a) plan
- Department Heads receive 2% of monthly compensation to a RHS account through ICMA-RC

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

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

UNIFORM ALLOWANCE

- Police Chief \$700/yr;
- Fire Chief and Battalion Chief \$600/yr

FITNESS CENTER ON-SITE