

**CITY OF MANHATTAN BEACH
BENEFITS SUMMARY – SWORN POLICE
(Represented by Manhattan Beach Police Officers’ Association)**

RETIREMENT – CalPERS

“Classic” Member

- 3% at 50% formula; Employee pays 12% member contribution
- Single highest year calculation

“New” Member

- 2.7% @ 57 formula; Employee pays the higher of 9% or one half of the normal cost
- Average of annual compensation during 36 consecutive months

“Retiree” Medical

- For eligible employees: \$400 per month until Medicare eligibility or age 65
- Association also offers Medical Trust Fund

Pre-retirement and Post-retirement Survivor benefits
Service credit for Unused Sick Leave

VACATION

<u>Years of Service</u>	<u>Vac Hrs/Mo</u>
6 months – 5 full yrs	6.667
5 full yrs – 10 full yrs	8.667
10 full yrs – 16 full yrs	10.000
16 full yrs – 17 full yrs	10.667
17 full yrs – 18 full yrs	11.333
18 full yrs – 19 full yrs	12.000
19 full yrs – 20 full yrs	12.667
20 full yrs	13.333

Accrual maximums apply

SICK LEAVE

92 hours per year

HOLIDAYS

Annual bank of 110 hours in lieu of paid holidays

INSURANCE

- CalPERS Medical, Delta Dental, and VSP Plans available
- City paid dental and vision for employee and eligible dependents
- City contribution for medical insurance tied to PORAC plan premiums (max 95% of PORAC premium)

FLEXIBLE SPENDING ACCOUNTS

For Healthcare and Dependent Care

LIFE INSURANCE

Optional coverage available through the City and the Police Officers Association

LONG TERM DISABILITY

Administered through Association

DEFERRED COMPENSATION

Income may be tax deferred through ICMA-RC 457 plan

SPECIAL ASSIGNMENT PAY

Opportunity to earn special pay for assignments such as: Traffic, Motorcycle Service, Detective Service, Dog Handler, Training Officer, Crime Scene Investigator, Defensive Tactics Instructor, Firearms Instructor, Court Liaison, School Resources, Bilingual Pay

EDUCATIONAL INCENTIVE

5%, 10%, or 15% of base salary subject to years of service and level of education or POST certification

TUITION REIMBURSEMENT

- Up to \$3,000 for cost of tuition and books
- Must be approved by Department Head and Human Resources Director

UNIFORMS

- Uniform allowance of \$700 per year paid in bi-weekly installments
- Motor Officer \$715 per year paid in bi-weekly installments.
- Canine Officers \$880 per year paid in bi-weekly installments

FITNESS CENTER ON-SITE