



EMPLOYEE BENEFIT INFORMATION SUMMARY

AFSCME Local 3915

SEPTEMBER 1, 2025 THROUGH JUNE 30, 2028

COMPENSATION AND RETIREMENT

CalPERS (3 TIERS)

Tier 1: 2.5% @ 55 Classic members (ee pays 8%)

Tier 2: 2.0% @ 60 Classic members (4/30/12) (ee pays 7%)

Tier 3: 2.0% @ 62 New CalPERS members (ee pays 7.00%) (ee pays 7.5% beginning 7/1/2023)

SALARY INCREASES

7/1/26 – 3%

7/1/27 – 3%

7/1/28 – 3%

\$457 DEFERRED COMPENSATION PLAN

Nationwide – Roth or Traditional; City will match up to \$100/month

May contribute up to \$425 of Flexible Benefit Plan

MEDICARE (Hired after 4/1/86)

1.45% of salary paid by City

RETIREE MEDICAL PLAN CONTRIBUTION

See MOU for details and eligibility

FRINGE BENEFITS AND WELLNESS

VISION INSURANCE

VSP

City pays for employee coverage

FLEXIBLE BENEFIT PLAN

\$1,400/month

No cash out option if hired on/after 1/1/2017

ALTCOM PROGRAM

Payroll Incentive and quarterly prizes

LIFE INSURANCE

\$50,000; City paid

FREE EMPLOYEE ASSISTANCE PLAN (EAP)

Work and life services, problem solving support

ALTERNATIVE WORK SCHEDULE

EE may request alternative work schedule

LEAVES AND HOLIDAYS

SICK LEAVE

3.69 hrs/pp

VACATION

4.0 hrs/pp

VACATION

Accrual varies depending on years of service. Max accrual of 160 hours

HOLIDAYS

12 Fixed holidays

16 hours floating holiday

COMPENSATORY TIME

(NON EXEMPT EMPLOYEES)

Eligible to accrue up to 85 hours

BEREAVEMENT LEAVE

40 hours/eligible death

PERSONAL EMERGENCY LEAVE

Up to 5 days of sick leave/12 month period for eligible requests

STATE/FEDERAL LEAVES

FMLA/CFRA

California Family Sick Leave

Family/School Partnership Act

MISCELLANEOUS

LONGEVITY PAY

5 – 9 years: \$1,500/year

10 – 14 years: \$2,000/year

15+ years: \$2,500/year

BILINGUAL PAY

\$150 month for eligible/qualified employees

UNIFORM AND TOOL ALLOWANCE;

CALL OUT/STAND BY/BEEPER PAY;

SHIFT DIFFERENTIAL

TUITION REIMBURSEMENT

Up to \$6,200 per academic year

\$200 towards education material

SICK LEAVE CREDIT

Unused sick leave is converted to service credit upon retirement

AFLAC

Option to purchase ancillary insurances. RS 125 and 129 Flexible Spending

F & A Credit Union

Optional free membership as a City employee

This is provided as a summary of benefits and does not confer any rights upon any employee. Please refer to the appropriate memorandum of understanding for a more detailed discussion of these benefits.