



## 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.