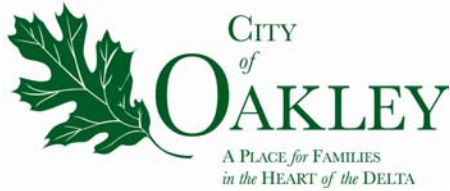


SUMMARY OF BENEFITS

BENEFIT	PROGRAM DESCRIPTION		ADMINISTRATOR/CARRIER
Medical	ER pays \$1,000 per month toward insurance premiums		California Choice HMO Plans ▪ <i>Blue Shield, Healthnet, Kaiser</i> PPO Plans ▪ <i>Blue Shield, Healthnet, Kaiser</i>
Dental	ER pays 100% premium for full family coverage		Delta Dental
Vision	ER pays 100% premium for full family coverage		Vision Service Plan (VSP)
Defined Benefit Plan	ER pays the ER and EE share EE pays 1% of salary per payperiod (pre-tax)		California Public Employers Retirement System 2.5% @ 55
Defined Contribution Plan	EE Option to contribute up to \$16,500; Over age of 50 – \$5,500 catch up contribution; no ER matching funds		ICMA Retirement Corporation ▪ 457 (b) Plan
	EE Option to contribute \$49,000 for 2010 plan year; no ER matching funds		ICMA Retirement Corporation ▪ 401 (a) Plan
Life Insurance & Accidental Death and Dismemberment Insurance	ER pays premium for EE; coverage is \$50,000		The Standard Insurance Company
Section 125 Flexible Benefit Plan Unreimbursed Medical	EE can contribute up to \$5,000 pre-tax per calendar year; No ER contribution		The Benefits Store
Section 125 Flexible Benefit Plan Dependent Care	EE can contribute up to \$5,000 pre-tax per calendar year; No ER contribution		The Benefits Store
Vacation Leave Accrual	0-3 years	80 hours per year	More detailed information is available in the City's Personnel Manual (<i>adopted by the City Council April 22, 2008</i>)
	4-7 years	120 hours per year	
	8+ years	160 hours per year	
Sick Leave Accrual	3.69 hours per payperiod		
Funeral/Bereavement Leave	3 days paid leave for death of immediate family member (<i>defined as spouse, children, parents, grandparents, grandchildren, brothers, sisters, step-children, step-parents, half brothers, half-sisters, fathers-in-law and mothers-in-law</i>)		More detailed information is available in the City's Personnel Manual (<i>adopted by the City Council April 22, 2008</i>)



SUMMARY OF BENEFITS

BENEFIT	PROGRAM DESCRIPTION	ADMINISTRATOR/CARRIER
Holidays/Holiday Pay	The City observes 13 holidays and provides 16 hours of floating holiday	More detailed information is available in the City's Personnel Manual (<i>adopted by the City Council April 22, 2008</i>)
Management Leave	The City provides 80 hours per year to its management team and salaried exempt employees	More detailed information is available in the City's Personnel Manual (<i>adopted by the City Council April 22, 2008</i>)
Mileage Reimbursement for travel	\$.50 per mile (as of January 1, 2010)	For more information visit www.irs.gov
Tuition Reimbursement	The maximum allowable reimbursement is \$2,500 per fiscal year. Eligibility requirements: <ul style="list-style-type: none"> ▪ Regular full-time employee ▪ Prior written approval from Department Director and City Manager ▪ Enroll at an accredited college or university for courses taken for credit ▪ Grade of "B" or better 	More detailed information is available in the City's Personnel Manual (<i>adopted by the City Council April 22, 2008</i>)
Employee Assistance Program	Free and confidential counseling and referral services to EE's; their household members and dependents	More detailed information is available in the City's Personnel Manual (<i>adopted by the City Council April 22, 2008</i>)
Family Care & Medical Leave	ER provides up to 12 weeks of unpaid leave in a rolling 12-month period for the birth, adoption, or foster care placement of a child or to care for a seriously ill child, parent, or spouse or the serious health condition that make the EE unable to perform their job duties. Leave does not jeopardize job security and requires certification and City Manager approval	More detailed information is available in the City's Personnel Manual (<i>adopted by the City Council April 22, 2008</i>)