



CORONADO *Benefits*

Benefits described below assume full-time (2,080 hours per year) status. Benefits for positions considered less than full-time are prorated based upon hours and may differ from those described below.

Annual Leave

The American Federation of State, County, and Municipal Employees Association (AFSCME) employees accrue annual leave (combined vacation and sick leave) at the following rates:

- 0-5 Years of Service: 144 hours per a year
- 5-10 Years of Service: 192 hours per a year
- 10-19 Years of Service: 216 hours per a year
- 20+ Years of Service: 232 hours per a year

Holidays

The City observes 11 holidays and provides eight (8) hours of holiday pay to employees on the following days:

- New Year's Day
- Martin Luther King's Birthday
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Veteran's Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day

In addition to the above specified holidays, employees are credited with two eight (8) hour floating holidays each fiscal year in observance of Lincoln's Birthday and Cesar Chavez's Birthday.

Retirement

Enrollment in the California Public Employees' Retirement System (CalPERS) as follows:

PEPRA Members: 2 at 62

Participants enrolled in the CalPERS Retirement Plan after January 1, 2013 are considered new members. The retirement benefit is based on age at retirement, years of service and a consecutive 36-month compensation period. Employees currently pay 6.75% (pre-tax) toward the retirement contribution, which for PEPRA members, is determined by CalPERS each fiscal year based upon the actuarial report.

Classic Members: 3 at 60

Participants enrolled in the CalPERS Retirement Plan prior to January 1, 2013 with no break in service or a break in service of less than 6 months are considered Classic Members. The retirement benefit is based on age at retirement, years of service and the single highest year of compensation. Employees pay 9.5% (pre-tax) toward the retirement benefit.

Deferred Compensation

Employees are eligible to join the ICMA-RC 457 deferred compensation plan. This plan allows employees to set aside pre-tax wages for retirement.

Additional Benefits

Cafeteria Benefit Plan

The City provides a Cafeteria Benefit Plan with a monthly allotment of \$1,502 that can be used to help cover the cost of medical, dental, vision, supplemental life insurance, and ancillary benefits. The City participates in the CalPERS Group Health Benefits, which offers several options including HMO and PPO plans. Any remaining balance from the Cafeteria Benefit Plan can be designated to a health reimbursement account (HRA) for reimbursement of eligible health care expenses and/or dependent care flexible spending account (FSA) for eligible dependent care expenses.

Short Term & Long-Term Disability

The City provides short-term disability insurance equal to 66-2/3% of income (up to \$1,000/week) after a 14-day waiting period. The City provides long-term disability insurance with a monthly benefit of up to \$5,000 after a 90-day waiting period. Employees have the option to elect enhanced long-term disability insurance (up to \$8,000/month).

Life Insurance

The City provides group term life insurance and AD&D in an amount equal to \$25,000. In addition to the basic group life insurance provided by the City, employees may purchase up to \$500,000 of supplemental life insurance. Coverage over \$150,000 is subject to approval by the insurance provider. Employees may also elect supplemental life insurance coverage for their spouse/registered domestic partner and child(ren).

Employee Assistance Program

The City provides an Employee Assistance Program (EAP). The EAP provides confidential evaluation and up to 6 free counseling visits for employees, family members and anyone residing in the home of an employee.

Social Security & Medicare

The City participates in Social Security and Medicare.

Uniform Allowance

The City provides employees work shirts and pants except for those positions for which the City provides uniform service. The City provides a \$175 reimbursement towards the purchase of work shoes.

\$1,000 Tuition Reimbursement

Each fiscal year \$1,000 is available for reimbursement for costs such as tuition, fees, books, and other required materials for approved courses leading to a college degree. Reimbursement is made upon written verification of satisfactory completion of coursework. All expenses in excess of \$1,000 will roll over to subsequent years and will be reimbursed up to \$1,000 per year so long as the employee remains employed with the City.