



## *City of Encinitas & San Dieguito Water District*



### **2024 Benefits Summary Service Employees International Union, Local 221 (SEIU)**

#### **Cafeteria Health Plan**

The City provides an amount equal to the high median of the medical monthly premiums of all CalPERS medical plans available in San Diego County to plan participants. The amount received is determined by the level of coverage selected. The 2024 annual maximum is \$27,175.92 (\$1,132.33 twice monthly), toward the purchase of qualified benefits on a pre-tax basis under the City's Section 125 Cafeteria Benefits Plan. The remaining balance is available as additional income, up to \$7,900.08 per year (\$329.17 twice monthly).

#### **Retirement**

The City contracts with the California Public Employees' Retirement System (CalPERS):

<b>Retirement Tier – Local Miscellaneous</b>	<b>Retirement Formula</b>
Tier 2 – Classic	2.0% @ 60
Tier 3 – New Member	2.0% @ 62

<b>Retirement Tier – Other Safety (Lifeguards)</b>	<b>Retirement Formula</b>
Tier 2 – Classic	3.0% @ 55
Tier 3 – New Member	2.7% @ 57

#### **457 Deferred Compensation**

The City offers a 457 and/or 401(a) deferred compensation. These accounts are voluntary and employee funded.

#### **Life, Accidental Death and Dismemberment Insurance**

The City provides Basic Group Term Life Insurance, Accidental Death and Dismemberment (AD&D). Group Term Life Insurance is equal to 1x your basic annual earnings up to a maximum of \$150,000. AD&D is up to the amount of your Group Term Life Insurance.

#### **Short-Term Disability Insurance (STD)**

STD benefits are 70% of your weekly earnings up to a maximum of \$3,500 per week.

#### **Long-Term Disability Insurance (LTD)**

LTD benefits are 66% of monthly earnings up to a maximum of \$8,000 per month. San Dieguito Water District employees pay for their LTD premium.

#### **Sick Leave**

Employees accrue nine (9) hours of sick leave for each calendar month of paid status (4.153 hours per pay period). New employees are granted a beginning balance of (9) hours. Less than full time employees accrue sick leave in an amount prorated by FTE status. Accrued sick leave carries over from year to year.

**Vacation Leave**

Employees earn vacation hours based on the following years of service:

Years of Service	Hours of Paid Vacation	Biweekly Accrual Rate	Maximum Accumulation
Hire - 5 Years	104 hours	4.00 hours	600 Hours
6 - 10 Years	128 hours	4.92 hours	
11 - 15 Years	152 hours	5.85 hours	
16+ Years	184 hours	7.08 hours	

Credit is given to new employees for related continuous prior public service employment at the rate of one year for every two years worked.

**Paid Leave for Family Member Illness**

Each new full-time employee is granted a beginning balance of fourteen (14) hours of paid time off to attend to family member(s) in need of the employee's assistance in times of illness or parental leave to bond with a new child; 1.3846 hours of additional paid leave is accrued each pay period. The maximum accrual is about eighty three (83) hours.

**Parental Leave (Baby Bonding)**

Employees who qualify for California Family Rights Act (CFRA) baby bonding will be eligible for twelve (12) weeks of employer paid leave. Available leave is prorated based on FTE status.

**General Election Leave**

Employees shall be provided a half day of paid leave to vote at the employee's polling location or a full day of paid leave to volunteer for the County Registrar of Voters for a General Election.

**Holiday Closure**

Each year, City Hall is closed from Christmas Eve through New Year's Day.

**Holidays**

Employees receive thirteen (13) fixed holidays and four (5) floating holidays (45 hours) per fiscal year.

**Employee Assistance Program (EAP)**

Confidential services are available to employees and household members to assist with personal and professional issues. Five sessions per issue are available each calendar year.

**Computer Purchase Program**

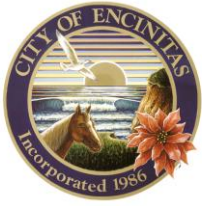
The City will loan employees who successfully complete the probationary period of employment an interest free loan of up to \$3,000.

**Tuition Assistance**

Eligible employees may receive up to \$1,200 in reimbursement per fiscal year for approved coursework tuition, required textbooks and registration.

**Social Security and Medicare**

The City does not participate in the Social Security program. The City and employees each pay 1.45% to Medicare Insurance.



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*This document is intended to provide a general summary of benefits available to employees of the City of Encinitas and San Dieguito Water District. Exact benefits an employee is entitled to receive are determined by the City Council through collective bargaining agreements between the City and the union representing the employee's classification, as well as through various Resolutions and Ordinances. If there is a conflict between the information in this summary and the official plans/contracts, the official documents will prevail.*