



2024 Benefits Summary Unrepresented Safety Management Employees

Cafeteria Health Plan

The employer's "Flexible Benefit Plan" contribution will make available for each employee a monthly amount equal to the high median of the monthly premiums of all CalPERS health plans available in San Diego County. Under the City's Section 125 Cafeteria Benefits Plan qualified benefits include: health, dental, vision, dependent care flexible spending account (FSA) and healthcare FSA. The remaining balance is available as additional taxable income capped at one-half of the monthly cafeteria contribution.

Retirement

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

Retirement Tier	Retirement Formula
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.

Basic Life and Accidental Death & Dismemberment (AD&D) Insurance

The City provides Basic Group Term Life Insurance 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. *Employees may choose to purchase additional life insurance through the City's Voluntary Optional Life Insurance program.*

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

Unrepresented full-time 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; 1.85 hours of additional paid leave is accrued each pay period. The maximum accrual is 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 five (5) floating holidays (45 hours) per fiscal year.

Employee Assistance Program (EAP)

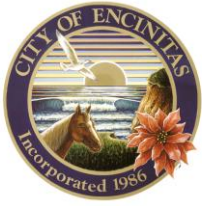
Confidential services are available to employees and household members to assist with personal and professional issues. Eight sessions per issue are available each calendar year.

Vehicles Taken Home

Specified safety personnel are authorized 24-hour use of their assigned vehicles. Operations personnel "on duty" and specified operational supervisors are also authorized to take home their vehicles.

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.



City of Encinitas & San Dieguito Water District



Education Incentive Pay

Whenever a Firefighter is promoted from within the Encinitas personnel system to become an unrepresented management Fire Chief Officer, that Encinitas Firefighter may retain the Education Incentive premium pay rate they held at time of promotion or \$100 per month for employees who have a Bachelor's Degree or higher and have a Fire Officer Certification.

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.

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.