

CITY OF MANHATTAN BEACH BENEFITS SUMMARY – TEAMSTERS

RETIREMENT – CalPERS

“Classic” Member

- 2%@55 formula; Employee pays 7% employee contribution
- Single highest year calculation

“New” Member

- 2%@62 formula; Employee pays half the “TOTAL normal cost” or the current contribution rate of similarly situated employees
- Average of the highest three years calculation
- Service credit for unused sick leave

Retiree Medical:

- For eligible employees (non-Department Head) - \$250/month until Medicare eligibility or age 65 after 15 years of service

VACATION

<u>Years of Service</u>	<u>Hours/Months</u>
6 months – 5 full yrs	7.33
5 full yrs – 9 full yrs	8.667
9 full yrs – 16 full yrs	10.00
16 full yrs – 17 full yrs	10.667
17 full yrs – 18 full yrs	11.33
18 full yrs – 19 full yrs	12.00
19 full yrs – 20 full yrs	12.667
20 full yrs	13.333

SICK LEAVE

80 hours accrued per year (use of sick leave shall occur after completion of six months of probation period)

HOLIDAYS

New Year’s Day
 Martin Luther King Day
 President’s Day
 Memorial Day
 Independence Day
 Labor Day
 Columbus Day
 Veteran’s Day
 Thanksgiving Day
 Friday following Thanksgiving Day
 Christmas Day
 Floating Holiday – 10 hours

MEDICAL AND DENTAL INSURANCE

- CalPERS Medical and Delta Dental Plans available
- City contribution for medical insurance tied to the Kaiser plan premiums (max 97% of Kaiser)
- \$55 per month for dental insurance

FLEXIBLE SPENDING ACCOUNTS

For Healthcare and/or Dependent Care

VISION INSURANCE

City paid vision plan for employees and eligible dependents

LONG TERM DISABILITY

- City paid coverage
- Plan pays 60% of salary after 60 day waiting period

SHORT TERM DISABILITY

- Optional coverage available
- Plan pays 60% of salary after 30 day waiting period

LIFE INSURANCE

- Optional coverage available
- Benefit is annual rounded up to next higher \$1,000
- Medex Travel Assist included with coverage

DEFERRED COMPENSATION

Income may be tax deferred through ICMA-RC 457 plan

COMMUTER PROGRAM

Employees not eligible for a car allowance may participate in the commuter program and receive \$60 per month for carpooling to work and/or using other modes of transportation

TUITION REIMBURSEMENT

Up to \$2,500 for cost of tuition and books for job related classes

FITNESS CENTER ON-SITE