

**CITY OF MANHATTAN BEACH**  
**BENEFITS SUMMARY – MANAGEMENT CONFIDENTIAL (NON SAFETY)**

**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

Retiree Medical:

- For eligible employees (non-Department Head) - \$250/month until Medicare eligibility or age 65
- Department Heads - \$400/month until Medicare eligibility or age 65

**GENERAL LEAVE**

<u>Years of Service</u>	<u>Hours per year</u>
Up to 5 yrs	200 hours/year
5yrs – 10yrs	240 hours/year
10+ yrs	280 hours/year

**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

**MEDICAL AND DENTAL INSURANCE**

- CalPERS Medical and Delta Dental Plans available
- City contribution for medical insurance for employee and dependents at PERS Choice premium level (max 95% of PERS Choice) plus additional \$70 per month for dental coverage or cash back

**FLEXIBLE SPENDING ACCOUNTS**

For healthcare and/or dependent care expenses

**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**

- City paid coverage
- Benefit is 1.5 times annual base salary to a maximum of \$500,000
- Medex Travel Assist included with coverage

**ICMA-RC DEFERRED COMPENSATION & RETIREE HEALTH SAVINGS**

- Income may be tax deferred through ICMA-RC 457 plan
- Civil service employees receive a City contribution of 2.5% of employee’s monthly compensation to a 401(a) plan
- At-will employees will receive 4.5% of monthly compensation to a 401(a) plan
- Department Heads receive 2.0% of monthly compensation to a RHS account through ICMA-RC

**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

**CAR ALLOWANCE**

- \$400 per month for Department Heads
- \$200 per month for others as designated by the City Manager

**FITNESS CENTER ON-SITE**