

**CITY OF MANHATTAN BEACH
BENEFITS SUMMARY – POLICE MANAGEMENT ASSOCIATION**

RETIREMENT – CalPERS

“Classic” Member

- 3%@50 formula; Employee pays 12% employee contribution
- Single highest year calculation

“New” Member

- 2.7%@57 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) - \$400/month until Medicare eligibility or age 65

Pre-retirement and Post-retirement Survivor benefits

GENERAL LEAVE

<u>Years of Service</u>	<u>Days per year</u>
Up to 5 yrs	25 days/year
5yrs – 10yrs	30 days/year
10+ yrs	35 days/year

Accrual maximums apply. Employees may cash out up to 120 hours per year, subject to restrictions.

HOLIDAYS

Annual bank of 110 hours in lieu of paid holidays

MEDICAL AND DENTAL INSURANCE

- CalPERS Medical and Delta Dental Plans available
- City paid dental for employee and eligible dependents
- City contribution for medical insurance tied to employee and dependents at PORAC plan premium (max 95% of PORAC)

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

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 \$3,000 for cost of tuition and books for job related and approved classes by Department Head and Human Resources Director

CAR ALLOWANCE

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

UNIFORM ALLOWANCE

\$700/yr paid in bi-weekly installments

FITNESS CENTER ON-SITE