

City of Belvedere
Summary of Employee Benefits
As of July 1, 2021

BENEFIT CATEGORY	NON-REPRESENTED CITY STAFF								
HEALTH AND WELFARE									
Health Insurance	City contributes 100% of premium for employee + family coverage up to the PERS Choice plan rates.								
Dental Insurance	City contributes 100% of premium for employee + family coverage.								
Vision Insurance	Coverage available through AFLAC – premium paid by employee.								
Medical Insurance Rebate	\$175 per month for employee with single coverage; \$250 per month for employee with spouse or family coverage. Eligibility requirements must be met.								
Life, Accidental Death and Dismemberment	City contribution for coverage of 1x salary amount, up to \$100,000 maximum coverage.								
Long-term Disability Insurance	City contributes 100% of premium.								
Short-term Disability	The City does not provide short-term disability insurance (SDI). Coverage available through AFLAC – premium paid by employee.								
Employee Assistance Program	City contributes 100% of premium.								
AFLAC Supplemental Insurance Coverages	Coverages available through AFLAC – premium paid by employee.								
CalPERS Retirement Plan and Employer and Employee Contributions	FY21/22 <table border="0" style="width: 100%;"> <tr> <td style="width: 50%;">Tier 1 – “Classic” hired before 1/1/13</td> <td style="width: 50%;">Tier 2 – “PEPRA” hired after 1/1/13</td> </tr> <tr> <td>Formula: 2% at 55</td> <td>Formula: 2% at 62</td> </tr> <tr> <td>Employer Share: 10.88%</td> <td>Employer Share: 7.76%</td> </tr> <tr> <td>Employee Share: 7.00%</td> <td>Employee Share: 6.75%</td> </tr> </table>	Tier 1 – “Classic” hired before 1/1/13	Tier 2 – “PEPRA” hired after 1/1/13	Formula: 2% at 55	Formula: 2% at 62	Employer Share: 10.88%	Employer Share: 7.76%	Employee Share: 7.00%	Employee Share: 6.75%
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PARS Retirement Enhancement Plan (REP)	<i>Applicable to employees hired prior to January 1, 2013 with at least 15 years of continuous City service (plus additional restrictions - see plan document).</i> REP provides a benefit equal to 0.5% of final average compensation for all service while employed at the City.								
457 Deferred Comp	City contributes \$185 towards 457 plan per month. Employee matching not required; employees may elect to make additional pre-tax contributions.								
Social Security	Medicare only – the City does not participate in Social Security								
Retiree Medical	City pays PERS minimum required contribution (MEC) towards post-employment medical benefits. FY21/22 MEC: \$143/month								

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PAID TIME OFF																	
Vacation	0 - 3 years = 80 hrs/yr 3 - 5 years = 120 hrs/yr 5 - 6 years = 128 hrs/yr 6 - 7 years = 136 hrs/yr 7 - 8 years = 144 hrs/yr 8 - 9 years = 152 hrs/yr 10 + years = 160 hrs/yr																
Unused Vacation at Termination	Paid out at 100%																
Holidays	11 paid holidays, plus 24 hours floating holiday pay																
Holiday Pay-in-lieu	None																
Sick Leave	96 hours per year; accrual capped at 1,040 hours																
Sick Leave Pay Out Incentive	<p>After 12 months consecutive employment at the City, employees are eligible for this incentive program.</p> <p>Pay out amounts are determined by number of sick hours used during the year, along with the employee's combined leave accrual balance at December 31.</p> <table border="0" data-bbox="758 1081 1835 1384"> <tr> <td>Level 1a:</td> <td>Level 2:</td> </tr> <tr> <td>Sick time used: 0 hours</td> <td>Sick time used: 0 - 24 hours</td> </tr> <tr> <td>Leave account balance: 120 hours</td> <td>Leave account balance: 48 hours</td> </tr> <tr> <td>Eligible pay out: 60 hours</td> <td>Eligible pay out: 24 hours</td> </tr> <tr> <td>Level 1b:</td> <td>Level 3:</td> </tr> <tr> <td>Sick time used: 0 hours</td> <td>Sick time used: 24 - 48 hours</td> </tr> <tr> <td>Leave account balance: 80 hours</td> <td>Leave account balance: 30 hours</td> </tr> <tr> <td>Eligible pay out: 40 hours</td> <td>Eligible pay out: 15 hours</td> </tr> </table>	Level 1a:	Level 2:	Sick time used: 0 hours	Sick time used: 0 - 24 hours	Leave account balance: 120 hours	Leave account balance: 48 hours	Eligible pay out: 60 hours	Eligible pay out: 24 hours	Level 1b:	Level 3:	Sick time used: 0 hours	Sick time used: 24 - 48 hours	Leave account balance: 80 hours	Leave account balance: 30 hours	Eligible pay out: 40 hours	Eligible pay out: 15 hours
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Unused Sick Leave at Termination	At retirement - service credit																
Bereavement Leave	3 days for eligible family member as defined in Personnel Policy																
Administrative Leave	<i>For exempt employees only.</i> Up to 40 hours per year at City Manager Discretion.																
Overtime/Compensatory Time	<i>For non-exempt employees only.</i> Overtime is paid at 1.5 times employee's regular base hourly rate. Alternatively, compensatory time can be exchanged for overtime hours worked at the rate of 1.5 hours compensatory time for each 1 hour of overtime worked.																

BENEFIT CATEGORY	NON-REPRESENTED CITY STAFF
INCENTIVE PAY	
Longevity Pay	<p><i>Applicable to employees hired prior to June 30, 2018</i></p> <p>Yrs of service % above base salary</p> <p>2+ 1.0%</p> <p>3+ 1.5%</p> <p>4+ 2.0%</p> <p>5+ 2.5%</p> <p>6+ 3.0%</p> <p>7+ 3.5%</p> <p>8+ 4.0%</p> <p>9+ 4.5%</p> <p>10+ 5.0%</p>
Tuition Reimbursement	Maximum of \$2,500 per calendar year; eligibility as defined in the Personnel Policies.