

CITY OF SUNNYVALE
Benefit Summary – Management
January 2010

The following is a brief overview of the benefits available to unrepresented management employees and department directors.

HEALTH BENEFITS – for Employees and Eligible Dependents

Employees receive a generous City contribution towards:

- Medical Insurance – Offered through CalPERS, PPO and HMO plans are available. Premiums for most plans are paid by the City. Enrollment is effective the first of the month following date of hire.
- Retiree Medical Insurance – The City provides a contribution towards the cost of the premiums.
- Cash-in-lieu of medical coverage is available.
- Dental Insurance – Offered through Delta Dental, PPO and DMO plans are available. Premiums are paid by the City. Enrollment is effective the first of the month following date of hire.
- Vision Insurance – Offered through Vision Service Plan (VSP). Premiums are paid by the City. Enrollment is effective the first of the month following date of hire.
- Employee Assistance Program (EAP) – Offered through Managed Health Network (MHN). Premiums are paid by the City. Enrollment is effective the first of the month following date of hire.

PAID TIME OFF (PTO) ACCRUAL

0 to Year 1:	21 days
Year 1 to 5:	24 days
Year 5 to 10:	29 days
Year 10 to 25:	34 days
Year 25+:	39 days

OTHER PAID LEAVES (not all inclusive)

Bereavement Leave
Jury Duty
Military Leave
PTO/Disability Leave
Administrative Leave

HOLIDAYS and FLOATING HOLIDAY

11 scheduled 8-hour holidays, and 20 hours of Floating Holiday per calendar year (prorated upon hire or separation). Floating Holiday not used by the end of the payroll calendar year is paid off or converted to PTO.

WORK SCHEDULE

40 hour week, 80 hour bi-weekly pay period.

9/80 or other alternative schedule may be available, depending upon assignment.

RETIREMENT PLAN

Upon hire, employees become members of the California Public Employees' Retirement System (CalPERS). The retirement formula/plan is Miscellaneous **2.7% @ 55**. An employee is vested after 5 years of CalPERS membership. The City pays 7% of the employee's share of retirement, and this amount is reported to CalPERS as employee compensation for retirement calculation purposes (EPMC). The remaining 1% of the employee's share is paid by the employee on a pre-tax basis. No Social Security is withheld.

ADDITIONAL BENEFITS (not all-inclusive)

- City contribution of 2% to a 457 or 401(a) Plan Deferred Compensation Plan
- Basic Life Insurance/AD&D – equal to one times employee's annual salary. Premiums are paid by the City
- Supplemental Life Insurance/AD&D – In addition to Basic Life AD&D insurance coverage equal to one times employee's annual salary
- Short Term Disability – up to 90 calendar days salary continuation; paid by the City
- Long Term Disability – 67% of monthly salary, up to an \$11,000 monthly cap. Premiums are paid by the City
- Dependent Care and Health Care Reimbursement Programs
- Tuition Reimbursement
- Credit Union Membership
- Direct Deposit

In the event of a discrepancy between this summary and a governing document, the document shall rule.