

City of San Carlos Benefits Information - City Contribution Amounts								
Benefit	AFSCME	Confidential Group	Management Group	Teamsters	Part-Time Group	Elected Officials	City Manager	City Attorney
Term	7/1/2023 - 6/30/2026	7/1/2023 - 6/30/2026	7/1/2023 - 6/30/2026	9/1/2023 - 8/31/2026	Effective 1/1/2024	Effective 10/22/2018	Effective 03/15/2023	Effective 07/31/2023
<b>Section 125 (CalPERS Health Plans)</b>	EE only: \$1,085.91/month EE+1: \$1,848.64/month EE+Family: \$2,233.67/month	EE only: \$1,085.91/month EE+1: \$1,848.64/month EE+Family: \$2,233.67/month	EE only: \$1,085.91/month EE+1: \$1,848.64/month EE+Family: \$2,233.67/month	EE only: \$1,085.91/month EE+1: \$1,848.64/month EE+Family: \$2,233.67/month	Based on Affordable Care Act (ACA) affordability requirement if working 30 hours per week	EE only: \$1,085.91/month EE+1: \$1,848.64/month EE+Family: \$2,233.67/month	EE only: \$1,085.91/month EE+1: \$1,848.64/month EE+Family: \$2,233.67/month	EE only: \$1,085.91/month EE+1: \$1,848.64/month EE+Family: \$2,233.67/month
<b>Waive Medical Enrollment (Alternate Medical)</b>	\$1,085.91/month	\$1,085.91/month	\$1,085.91/month	\$1,085.91/month	N/A	\$1,085.91/month	\$1,085.91/month	\$1,085.91/month
<b>Dental Plan (Self-insured)</b>	\$106.00/month for EE and dependents	\$106.00/month for EE and dependents	\$106.00/month for EE and dependents	\$106.00/month for EE and dependents	\$106.00/month for EE and dependents - eligible for dental enrollment (30 hours/week)	\$106.00/month for EE and dependents	\$106.00/month for EE and dependents	\$106.00/month for EE and dependents
<b>VSP Vision Plan</b>	\$14.24/month for EE only EE pays the premium difference	\$14.24/month for EE only EE pays the premium difference	\$14.24/month for EE only EE pays the premium difference	\$14.24/month for EE only EE pays the premium difference	N/A	\$14.24/month for EE only EE pays the premium difference	\$14.24/month for EE only EE pays the premium difference	\$14.24/month for EE only EE pays the premium difference
<b>Life Insurance/AD&amp;D</b>	\$34.00/month (\$200,000 coverage)	\$34.00/month (\$200,000 coverage)	\$34.00/month (\$200,000 coverage)	\$34.00/month (\$200,000 coverage)	N/A	\$34.00/month (\$200,000 coverage)	\$68.00/month (\$400,000 coverage)	\$68.00/month (\$400,000 coverage)
<b>Long Term Disability</b>	.76% of base salary Benefit - 66.67%	.76% of base salary Benefit - 66.67%	.76% of base salary Benefit - 66.67%	.76% of base salary Benefit - 66.67%	N/A	.76% of base salary Benefit - 66.67%	.76% of base salary Benefit - 66.67%	.76% of base salary Benefit - 66.67%
<b>Employee Assistance Program (Aetna)</b>	\$1.74/month	\$1.74/month	\$1.74/month	\$1.74/month	\$1.74/month	\$1.74/month	\$1.74/month	\$1.74/month
<b>Commuter Benefit (City contribution)</b>	N/A	\$225/year	\$225/year	N/A	N/A	N/A	\$225/year	\$225/year
<b>Vacation</b>	See MOU for accrual table	See Salary & Benefit Resolution for accrual table	See Salary & Benefit Resolution for accrual table	See MOU for accrual table	N/A	N/A	25 days per year	See Management Group Salary & Benefit Resolution for accrual table
<b>Maximum Vacation Accrual</b>	Up to two years' of current annual accrual amount; excess paid out in October	Up to two years' of current annual accrual amount; excess paid out in October	Up to two years' of current annual accrual amount; excess paid out in October	Up to two years' of current annual accrual amount; excess paid out in October	N/A	N/A	Up to two years' of current annual accrual amount; excess paid out in October	Up to two years' of current annual accrual amount; excess paid out in October
<b>Vacation Cash Out</b>	Employee may make irrevocable election to sell back up to 40 vacation hours	Employee may make irrevocable election to sell back up to 40 vacation hours	Employee may make irrevocable election to sell back up to 40 vacation hours	Employee may make irrevocable election to sell back up to 40 vacation hours	N/A	N/A	Employee may make irrevocable election to sell back up to 40 vacation hours	Employee may make irrevocable election to sell back up to 40 vacation hours
<b>Sick Leave</b>	8 hours/month - no maximum accrual	8 hours/month - no maximum accrual	8 hours/month - no maximum accrual	8 hours/month - no maximum accrual	Based on California Paid Sick Leave requirements	N/A	8 hours/month - no maximum accrual	8 hours/month - no maximum accrual
<b>Holidays</b>	11 paid holidays per year	11 paid holidays per year	11 paid holidays per year	11 paid holidays per year	N/A	N/A	11 paid holidays per year	11 paid holidays per year
<b>Float Time</b>	Up to 40 hours per year	Up to 40 hours per year	Up to 24 hours per year	Up to 40 hours per year	N/A	N/A	Up to 24 hours per year	Up to 24 hours per year
<b>Admin Leave</b>	Up to 60 hours per year for positions that are exempt from overtime	Up to 60 hours per year for positions that are exempt from overtime	Up to 80 hours per year	N/A	N/A	N/A	Up to 80 hours per year	Up to 80 hours per year
<b>Deferred Comp 457 (City contribution)</b>	\$225/month	\$225/month	\$400/month	\$225/month	N/A	N/A	\$1,150/month	\$1,150/month
<b>Tuition Reimbursement</b>	\$3,000/year	\$3,000/year for tuition reimbursement or student loan payment	\$3,000/year	\$3,000/year	N/A	N/A	\$3,000/year	\$3,000/year
<b>Uniform Allowance</b>	\$350/year safety shoes eligible positions; \$800/year for Fire Prevention Officer	N/A	N/A	\$350/year safety shoes; \$725/year reported to CalPERS as special compensation as Uniform Allowance for classic CalPERS members	N/A	N/A	N/A	N/A
<b>Auto Allowance</b>	N/A	N/A	\$250/month (see salary & benefit resolution for list of positions)	N/A	N/A	N/A	\$665.00/month	\$665.00/month
<b>Special Pay</b>	N/A	N/A	N/A	QAC \$50/month Tool Allowance \$500/annually Class A License \$1,000/year CWEA \$50/month/certification	N/A	N/A	N/A	N/A