

# CITY OF MODESTO SUMMARY OF BENEFITS

## EXECUTIVES & CHARTER OFFICERS (Non-Sworn)

**Retirement** benefits are provided by contract with the Public Employees' Retirement System (2% at 55 Formula). The City pays 6.6% of the Employee's 7% contribution, and reports the 6.6% as compensation to PERS. The City does not participate in **Social Security** except for the required 1.45% Medicare contribution by both the City and the employee. (Applies to employees hired after 4-1-86).

**Holidays** observed: 10 paid holidays per year plus 8 hours of holiday credit.

**Vacation** accrual normally begins at a rate of two weeks per year, with incremental increases to five weeks at 21 years of service. Employees may accumulate up to two times their annual accrual.

**Sick leave** with pay is accumulated at 8 hours per month, 96 hours per year. Employees may accumulate up to 2,200 hours.

**Health, dental and vision** coverage is provided. The City currently contributes \$1050 per month towards the costs of employee with dependent coverage for health, dental and vision plans offered by the City, and \$596 per month for employee only coverage. The employee pays the balance. An employee who opts out of health coverage receives a lesser amount as an in-lieu contribution into deferred compensation, paid by the City. Health, dental and vision insurance is available upon retirement for retirees and dependents at retiree cost, with premiums partially offset by conversion of accumulated sick leave.

**Life Insurance** in the amount of \$120,000 is provided by the City. Supplemental coverage is available at employee cost.

**Long term disability insurance** coverage is provided by the City, at City cost. This benefit pays 66 2/3% of the first \$12,000 per month in salary.

**A comprehensive physical exam** is provided once per year, at City expense.

**Deferred Compensation:** with matching contributions by the employee, the City will contribute 1.5% of salary, (increasing to 2.5% at 10 years of service) to a voluntary 457 Plan, and for Executives, 3% to a mandatory 401(a) Money Purchase Plan. For Charter Officers, the 401(a) Plan contribution is 5% by City and 5% by employee.

**Eighty hours** of Management Leave are provided annually. Employees may cashout up to 80 hours of unused Leave each December. (suspended for 2009)

**Section 125 Plan** providing for pre-tax deductions for employee-paid health premiums, unreimbursed medical expenses and for dependent care costs.

**Employee Assistance Program** is available to employees and dependents. Plan provides up to 3 counseling visits per incident, at City expense.

**Master's Pay** in the amount of 1.5% of salary is available to employees with one year of service who possess a Master's Degree (or Juris Doctor) from an accredited institution.

**City car** or car allowance of \$400 per month is provided for Executives (up to \$500 per month for Charter Officers).

**Furlough** – As part of a Citywide reduction plan, the City has implemented a 96 hour furlough requirement, equivalent to a 4.6% employee deduction, for fiscal 2010-2011.

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