

# City of San Clemente

## Benefits Summary – Mid Managers



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<b>Administrative Leave</b>	64 hours annually with 32 credited on January 1 <sup>st</sup> and 32 credited on July 1 <sup>st</sup> . Up to 32 hours can be cashed out annually.
<b>Bereavement Leave</b>	40 hours of paid leave.
<b>Deferred Comp</b>	Voluntary enrollment in Mission Square 457k plan employee paid.
<b>Employee Assistance Program (EAP)</b>	EAP provides unlimited confidential counseling via telephone, maximum 3 face-to-face visits per issue; at no cost to the employee and their dependents; subject to provider guidelines.
<b>Flexible Spending Account</b>	Maximum contribution for 2025 plan year is \$3,300.00 for health care and \$5,000 for dependent care.
<b>Health Insurance (Cafeteria Plan)</b>	Monthly City contribution amount for health and dental coverage amount equal to 85% of the average of all health plans CalPERS makes available to the City. (Excluding both the highest and lowest plans.) Monthly amount for 2025: Employee only = \$781.93; Employee +1 = \$1,563.87; Employee +family = \$2,033.03. Plus City paid Vision coverage. Rebate for medical opt-out is available.
<b>Holidays</b>	12 (8 hour) holidays and 2 (8 hour) floating holidays.
<b>Life Insurance/AD&amp;D</b>	City paid policy of \$200,000. Supplemental available at employee cost.
<b>Long Term Disability</b>	Provided by the City.
<b>Retirement Plan (CalPERS)</b>	Classic Members: 2% @ 55 (employee contribution 7%) PEPRA Members: 2% @ 62 (employee contribution 8.25%)
<b>State Disability (SDI)</b>	City paid
<b>Sick Leave</b>	8 hours per month with no maximum accrual. Plus 24 hours Special Sick Leave annually for immediate family.
<b>Social Security</b>	City participates in Social Security. 6.25% employee paid and 6.25% City paid.
<b>Vacation</b>	Annual accrual between 120 hours and 180 hours based on years of service. Maximum accrual is 2 times the annual accrual. Up to 80 hours can be cashed out annually.

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*This summary of benefits is effective as of July 1, 2024*