

City of Mt Shasta Summary of Benefits

Retirement: the City participates in the California Public Employee's Retirement System (PERS) and Social Security. Classic Safety employees fall under the 2% at 50 plan and New Safety employees have the 2.7% at 57 plan. Classic Miscellaneous employees receive the 2% at 55 plan and New Miscellaneous employees have the 2% at 62 plan.

Health: the City has a cafeteria plan for health, dental and vision insurance and contributes the cost of the monthly premium the employee chooses towards the plan. Employees may choose to participate in two plans for medical, dental and vision insurance, medical insurance only or dental and vision insurance only for the employee, employee plus children or employee plus family. The insurance is provided by the Teamsters Local No. 137 union and administered by Delta Health Systems, Anthem Blue Cross and VSP. Supplemental disability, accident, cancer and long term care insurance is offered to the employee through Colonial Insurance.

Health Savings Account: available to employees who participate in the Plan E Plus medical insurance to help cover the costs of the plan's deductible and other out of pocket medical, dental and vision costs. The City currently contributes \$1,600 for a single employee and \$3,200 toward employee plus spouse or employee plus family. These amounts will be prorated based on the employee's start date.

Vacation: employees receive 10 days per year (6.67 hours per month) increasing to 20 days (13.33 hours per month) in the twelfth year.

Holidays: employees receive 11 days per year plus their birthday (8 hours per day).

Sick Leave: employees receive 12 days per year (8 hours per month).

Bereavement Leave: employees receive 40 hours per calendar year.

Deferred Compensation: is available for employees to set aside a portion of their salary on a pre-tax basis to supplement retirement. Plans are offered through CalPERS and Nationwide Retirement Solutions.