

Sand City General Employee Benefit Summary

For Full Time Employees

As of July 2025

Pay Days Last business day of each month

Accrual of "Paid Time Off" over 800 hours shall be cashed out in December each year

Holidays Fourteen (14) paid holidays per year

Paid Holidays

New Year's Day
Martin Luther King Jr. Birthday
President's Day
Cesar Chavez
Memorial Day
Independence Day
Labor Day

Indigenous People's Day
Veteran's Day
Thanksgiving Day
Friday after Thanksgiving
Last working day before Christmas Day
(or first day after)
Christmas Day
Floating Holiday (Non-POA)

Vacation

1-4 years = 80 hours per year
5-7 years = 120 hours per year
8-9 years = 144 hours per year
10-15 years = 160 hours per year
16-19 years = 200 hours per year
20+ years = 240 hours per year

Sick Leave

Eight (8) hours per month

Bereavement Leave (Paid)

Five (5) days per calendar year

Physical Fitness Incentive

\$100 one time initiation
\$100 per month for single membership
\$150 per month for family membership

Accidental Death/Dismemberment-Yes

Social Security – No

Medicare – Yes

Disability – No SDI

Dental Insurance

Fully paid employee and family coverage
Humana – Employee = \$57.24
Employee + Children = \$154.06
Employee + Spouse = \$114.49
Family = \$213.55

Vision Insurance

Fully paid employee and family coverage
Humana – Employee = \$9.30
Employee + Children = \$19.12
Employee + Spouse = \$18.59
Family = \$29.22

Long Term Disability

Pays after 90 days of disability
60% of salary up to two years

Life Insurance

\$50,000 paid for by the City

Deferred Compensation

PERS 457 – Equivalent to 401(k)
as elected by each employee up to legal limits
City will match employee contributions up to \$300.00

Medical Insurance

City Health Family = \$2,635.62 Emp + 1 = \$2,027.40 Single = \$1,055.10

Cash In Lieu = \$1,582.65 Family \$1,055.10

Retirement Plan

		<u>Misc.</u>		<u>Police</u>
Classic 1 st Level	3% @60		3% @55	
		17.3900%		24.4000%
	EPMC	8%		
2 nd Level	2% @55		2% @50 (transfer hire after 12/30/12)	
		12.5800%		21.3600%
	EPMC	7%		
Pepra New	<u>2% @62</u>		2.7% @57 (hire after 12/30/12)	
		7.9600%		13.9900%

Final compensation based upon highest twelve (12) month average