



***(CITY OF BUELLTON EMPLOYEE BENEFITS – 2017)***

- **CalPERS Retirement**
  - **Employees prior to 1/1/2013: (2% at 55 – Classic CalPERS Member – both employer and employee portions paid by City)**
  - **Employees hired after 1/1/2013 (PEPRA) and not considered a Classic CalPERS Member: (2% at 62 – employer portion paid by City, employee portion (6.50%) paid by employee)**
- **Health–Blue Shield Access (HMO)/PERS Choice (PPO) (Employees receive \$800/month towards medical premium)**
- **Dental - Delta Dental (\$1,500 p/p/calendar year). Premium paid by employer for employee, spouse, dependents**
- **Vision – Vision Service Plan (VSP) – Premium paid by employer for employee, spouse, dependents**
- **Employee Assistance Program (EAP) paid by City**
- **Vacation: (10 days annually through five years of service; 15 days annually through ten years of service; and 20 days annually thereafter)**
- **Sick Leave: (12 days per calendar year)**
- **Holidays: (12 days per calendar year + birthday holiday)**
- **Management Leave/Exempt Department Heads only: (64 hours per calendar year)**
- **Life Insurance: (\$20,000 term life insurance for employees – premium paid by City) Employee can add additional life insurance at their own cost**
- **Aflac and Flex Spending Account: (Premium paid by employee)**
- **Deferred Compensation Program (DCP)**
  - **Employees hired prior to 1/1/2012 – City paid 6% DCP. Employee eligible to enroll in DCP after one year of service**
  - **Employees hired after 1/1/2012 – DCP paid by Employee – no City contribution. Employee eligible to enroll in DCP after one year of service**
- **Service Bonus: (\$50 after five years of service; \$100 after ten years of service; \$150 after 15 years of service; and \$200 after 20 years of service)**
- **Incentive pay for Certifications, Licenses, Bilingual, Education**
- **Education Assistance Available**
- **City does not participate in Social Security**