

Foster City / Estero Municipal Improvement District

2026 Benefits Summary



HEALTH AND WELLNESS

Flexible Benefits Plan	No Plan	Employee Only	Employee +1	Employee +2+
AFSCME	\$1,286	\$1,706	\$2,447	\$3,093
DISPATCHER	\$1,544	\$1,859	\$2,616	\$3,137
FCPOA	\$1,655	\$2,044	\$2,377	\$2,947
MANAGEMENT	\$1,593	\$1,938	\$2,511	\$3,131

Employees receive the monthly amount stated above, depending on their medical election, to apply toward their choice of the employer provided health insurance plan premiums, any amount leftover will be paid to the employee as taxable income. Additionally, employees who elect no plan, must provide proof of group insurance coverage, annually, and the amount provided will be taxable income unless contributed to a pre-tax account.

Medical Insurance	The City provides health insurance to employees and their family members through CalPERS health. The CalPERS program provides employees with several Health Maintenance Organization (HMO) and Preferred Provider Organization (PPO) option.
Dental Insurance	The City provides dental insurance for employees and their eligible dependents. Delta Dental PPO - preferred provider offers the convenience and flexibility of visiting any licensed dentist, anywhere. Delta Dental HMO - choice of skilled primary care dentists from DeltaCare USA network.
Vision Insurance	The City provides VSP Vision Care for employees and their eligible dependents. \$200 frame allowance every other calendar year \$130 allowance for contacts yearly
Employee Assistance Program	The full cost of the program and reserves the right to modify benefits and change providers of the EAP at its discretion, based on cost and service considerations.

FINANCIAL WELL BEING

Retirement Plan	<u>Non-Safety members:</u>	
California Public Employees' Retirement System (CalPERS) Pension	Classic	2.7% @ 55 hired on or before 12/31/ 2012
	PEPRA	2.0% @ 62 hired after 01/01/2013
	<u>Public Safety members:</u>	
	Classic	3.0% @ 50 hired on or before 12/31/2011
	Classic Tier 2	2.0% @ 50 hired from 1/1/2012 to 12/31/2012
	PEPRA	2.7% @ 57 hired after 01/01/2013

Deferred Compensation 401(a) (Management) 457 Plan	Voluntary Plan Matching contributions of 1% of earnings up to 4% of salary Voluntary plan in accordance with IRS section 457			
Life Insurance / AD&D		<u>Management</u>	<u>FCPOA/AFSCME</u>	<u>Sworn Employee</u>
	Minimum	\$50,000	\$75,000	\$50,000
	Maximum	\$150,000		
Long Term Disability	The City/District shall pay the full amount to provide Long Term Disability (LTD) insurance			
Employee Service Recognition Plan or Longevity Recognition Plan		<u>Employees</u>		
	minimum	Year 10 - 14	\$125	
	maximum	Year 25 and thereafter	\$350	
		<u>Public Safety Managers</u>		
	minimum	Year 10 - 14	\$140	
	maximum	Year 25 and thereafter	\$345	
Voluntary Employee Beneficiary Association (VEBA)	A trust under Internal Revenue Code Section 501(c)(9) for the purpose of providing a defined contribution post-retirement medical benefit for employees. Per the City’s contract with VEBA. Contribution amounts: Minimum: \$50 per pay period Maximum: \$150 per pay period			
DEVELOPMENT				
Education Reimbursement	\$1,000/year			
TIME OFF				
Holiday	13 paid holidays per year			
Vacation Leave	<u>Executive:</u>	15 to 23 days per year of vacation accrued.		
	<u>Management / AFSCME:</u>	11 to 23 days per year of vacation accrued.		
	<i>After six months full-time employment</i>			
Administrative Leave	80 hours annually (Exempt employees) 36 hours annually (Non-exempt)			
Discrenary Leave	<u>AFSCME / Non-sworn Personnel</u> 32 hrs <i>(Credited at the beginning of the fiscal year)</i>			<u>Sworn Personnel</u> 28 hrs
Sick Leave	Management	8.66 hours/mo		
	FCPOA (Sworn Personnel)	6.66 hours/mo		
	AFSCME/FCPOA (Non-Sworn Personnel)	8.66 hours/mo		
REIMBURSEMENTS				
Vision	\$200			
Professional Development Gvm (Management)				
Uniform Allowance	<u>Public Safety members</u>	<u>AFSCME</u>	<u>CSOs</u>	
	\$900 annually	\$300 annually for safety boots	\$650 annually	