

City of Elk Grove Benefits

Annual Leave (vacation/sick)	0-4 years = 176 hours = 6.77 per pay period 5-9 years = 192 hours = 7.38 per pay period 10-14 years = 208 hours = 8.00 per pay period 15-19 years = 224 hours = 8.62 per pay period 20+ years = 240 hours = 9.23 per pay period
Administrative Leave For Exempt Employees	Mid-Management - Admin Leave= 40 hours annually Management – Admin Leave= 80 hours annually
Court Appearance	Jury Duty, Court Appearance and required Expert Witness time is paid.
Deferred Compensation	Employee may participate in a 457 deferred compensation plan through AIG up to maximum allowed by law.
Deferred Compensation City Match	The City will match a 100% of employee contribution to a deferred compensation plan up to 6% for professional staff and 2% for sworn public safety employees. 1yr vesting period.
Family Bereavement	3 days per instance
Employee Assistance Program	Available to employee and family
Flexible Spending Account	Child care, accident insurance, critical illness insurance, disability income protection insurance, additional life insurance and healthcare spending up to \$2,500.
Health Insurance (Medical, dental, vision)	The City offers a “cafeteria plan,” which includes a monthly health contribution that an employee may apply toward premiums for medical, dental and vision. Any unused funds will be rolled into your salary.
Health Retirement Account	An allowance of \$800 per month deposited into a Health Reimbursement Account (HRA) for use by retiree and/or spouse for medical expenses after 10 year vesting period as allowed under the Internal Revenue Code. Employee must retire from the City to be eligible.
Holidays	Eleven (11) paid holidays per year and eight (8) floater hours per year =96 hours per year
Holiday In Lieu	If applicable to specific position. Accrue to 104 hours; excess paid at 4.00 hrs/pp (straight time). If applicable to specific position. Accrue to 104 hours; excess paid at 4.00 hrs/pp (straight time).
Life Insurance	Benefit amount is 100% of annual salary with a minimum of \$50,000 and maximum of \$300,000. Additional life insurance may be purchased up to \$500,000 by employee.
Maternity/Paternity	Consistent with FMLA requirements.
Military Leave	The City will pay qualified employees any difference between his/her base salary and the amount received in military reserve pay for regularly scheduled annual training that requires the employee to take military leave from his/her regular work week.
PERS	2.7% at 55; City pays employee & employer contributions. 3% at 50 for Sworn Public Safety employees; City pays employee & employer contributions.
Out of Class Pay	5-10% available upon Management approval.
Overtime	Pay at time and one half. OT Calculated against base pay.
Short Term/Long Term Disability	Disability benefits are in compliance with California Government Code 4850
Social Security	City employees do not currently participate in the Social Security program
Stand-by Pay/Call-in Pay	Non-exempt employees will be paid a minimum of two (2) hours, or actual hours worked if more than two (2), When on stand-by or called in to work on a scheduled day off.
Tuition Reimbursement	80% up to \$4,000/year for undergraduate 80% up to \$6,000/year for graduate studies
Uniform Allowance	Quarter Master Program (if applicable)
Wellness Program	Yes