



City of Atascadero

HUMAN RESOURCES

City Employee Benefits

Benefits vary based on bargaining unit/employee group. For a detailed list of benefits, please see the applicable group [Memorandum of Understanding \(MOU\)](#).

RETIREMENT

CalPERS Pension

The City contracts with the [California Public Employee's Retirement System \(CalPERS\)](#) for both full-time and applicable part-time employees. Retirement contributions vary by employee group and date of enrollment.

Social Security

Earnings from this job are not covered under Social Security (i.e., you will not pay Social Security taxes).

Deferred Compensation

A 457 deferred compensation plan is available to employees, allowing them to set aside a portion of their salary on a pre-tax or post-tax basis to supplement their retirement savings.

HEALTH INSURANCE

The City covers 100% of the cost of medical, dental, vision, and life insurance for employees. The City also contributes toward the cost of dependent health and life coverage. In addition, voluntary benefits for health and dependent care are available.

Medical

The City offers two medical plan options through [Anthem](#), both providing comprehensive medical and prescription drug coverage. Employees may choose between a traditional HMO plan or a High-Deductible Health Plan (HDHP) that includes a Health Savings Account (HSA). In addition, our plans offer a variety of resources and tools to support and promote a healthy lifestyle.

Dental

The City offers dental through [Metlife Dental](#) to all full-time employees.

This plan offers employees the freedom and flexibility to use the dentist of their choice.

Vision

The City of Atascadero offers vision plans through [MetLife Vision - VSP](#) to all full-time employees. This vision plan gives employees the freedom to seek care from the provider of their choice.

Basic Life & AD&D Insurance

The City of Atascadero provides all eligible full-time employees Basic Life and AD&D Insurance at NO COST through MetLife.

- Employee – \$50,000 Basic Life and AD&D (Benefits reduce to 65% at age 70 and 50% at age 75)
- Spouse – \$2,000 Basic Life
- Child – \$1,000 Basic Life

Long Term Disability Insurance

The City provides a City-paid Long-Term Disability (LTD) insurance program for Executive Management and Management employees.

Employee Assistance Program

The Employee Assistance Program (EAP) offers short-term, solution-focused counseling, along with a variety of additional services for employees and their family members. Participation is free, voluntary, and completely confidential.

Flexible Spending Account

A flexible spending account (FSA) is a tax-advantaged account that allows you to use pre-tax dollars to pay for medical or dependent care expenses administered through McGriff.

PAID LEAVE

Vacation

Employees shall receive vacation leave consistent with the Personnel System Rules. Accrual rates start at 10 days per year and increase with years of service.

Holidays

12 days per year, unless otherwise noted in MOU/Resolution.

Sick Leave

Sick leave accumulates at a specific rate each pay period outlined in the MOU. There is no limit to the accumulation.

Administrative Leave

Executive Management Employees, and Management Employees will receive Administrative Leave, which will vest as of July 1 annually. Employees shall receive Administrative Leave at the following annual rates:

- Executive Management shall receive 80 hours.
- Management Employees shall receive 48 hours.

Education Incentive Pay

Employees are eligible for reimbursement of up to \$1,600.00 per fiscal year for books, tuition, and related educational expenses, including hotel, mileage, or other travel costs associated with attending college courses or professional training. To qualify, the coursework must be job-related, and the employee must receive a passing grade. All reimbursements are subject to the restrictions outlined in the Purchasing Policy. Additional provisions may be outlined in specific MOUs.

RENTAL CAR BENEFIT

Current City of Atascadero employees have the convenience of renting vehicles through [Enterprise](#) at a corporate rate using the City's business account.