

**CITY OF LIVERMORE
BENEFITS SUMMARY**
CITY MANAGER – At Will**

Updated: 1/2023

BENEFIT	DESCRIPTION
SALARY AND INCREASES	Effective Date: 12/05/2022 Salary: \$317,200/year
CAFETERIA PLAN \$1,950/month Employer paid	For medical, dental, vision, additional and supplemental life insurance; unused balance paid in cash.
LIFE & AD&D INSURANCE \$30.80/month Employer paid	\$175,000 basic term life
Employee paid (optional)	Employee option to purchase \$25,000 additional life and supplemental life to \$500,000.
LONG TERM DISABILITY INSURANCE (LTD) Employer paid–max \$30.60/month	60% of base monthly earnings up to \$6,000/month maximum. 180-day waiting period.
LONG TERM CARE INSURANCE Employer paid	Long Term Care Facility and 100% Home Care to \$3,000/month with 90-day elimination period; 6 year duration.
RETIREMENT California Public Employees’ Retirement System (CalPERS) Member Misc. Rate – 6.75% (Employee paid) Employer Miscellaneous Rate 38.76% (Eff. 7/22)	<ul style="list-style-type: none"> • 2.0% at 62 full formula • 36 consecutive months Final Compensation • Credit for Unused Sick Leave • 4th Level 1959 Survivor Benefit • Military Service Credit
MEDICARE 1.45% Employer paid	For employees hired after 3/31/86, employee pays 1.45%.
RETIREE HEALTH SAVINGS (RHS)	City contribution of 4% base pay to a Retirement Health Savings account.
VACATION ACCRUAL	192.4 hours per year; maximum accrual of 400 hours. Employee may cash out any amount of accrued vacation each year; any portion may be applied to deferred compensation.

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HOLIDAYS	12 observed holidays.
SICK LEAVE ACCRUAL	96.2 hours/year for full-time Unlimited sick leave accumulation. CalPERS sick leave conversion for unused sick leave at retirement.
SICK LEAVE USAGE: • FAMILY SICK LEAVE	Immediate Family Illness: One-half of employee's annual accrual (6 days max per year)
• PARENTAL LEAVE	32 hours for male or non-birthing parent employee for birth of child. 32 hours for any employee for adoption.
• BEREAVEMENT/ FUNERAL LEAVE	24 hours maximum use of accumulated sick leave only in event of death of sister-in-law or brother-in-law. Extension of 16 hours use of sick leave with approval.
BEREAVEMENT/ FUNERAL LEAVE	24 hours maximum paid leave in the event of death in employee's immediate family: spouse, children of employee or of employee's spouse, other relative living with employee or receiving full support from employee, mother, father, brother, sister, grandchild, grandparent, father-in-law, mother-in-law, and registered domestic partner.
ADMINISTRATIVE LEAVE	128 hours/year. Must be used in payroll calendar year; no carryover, no cashout.
PREGNANCY DISABILITY LEAVE AND FMLA/CFRA	Benefit provided as per regulations: Federal Family and Medical Leave Act (FMLA), California Family Rights Act (CFRA), and California Pregnancy Disability Act (PDL). Employee may use accrued leaves in compliance with City rules and regulations.

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