

City of Mt Shasta Summary of Benefits

Retirement: California Public Employee's Retirement System (PERS) - City pays the employee's 7% contribution to PERS (extra 2% for safety paid by employee pre-tax) and participates in Social Security. Safety employees fall under the 2% at 50 plan and Miscellaneous employees receive the 2% at 55 plan.

Health: the City has a cafeteria plan for health, dental and vision insurance and contributes a set amount monthly towards the plan. Employees may choose from PERS Care or PERS Choice for health insurance and Operating Engineers (union) provides dental and vision insurance. Supplemental disability, accident, cancer and long term care insurance is offered to the employee through Colonial Insurance and CalPERS.

Flexible Benefits Program: available to help employees save taxes on: (1) Pre-tax health insurance premium deductions, (2) Unreimbursed/ uncovered medical expenses, and (3) Dependent care expenses.

Vacation: employees receive 10 days per year (6.67 hours per month) increasing to 20 days (13.33 hours per month) in the twelfth year.

Holidays: employees receive 11 days per year plus their birthday.

Sick Leave: employees receive 12 days per year (8 hours per month).

Deferred Compensation: is available for employees to set aside a portion of their salary on a pre-tax basis to supplement retirement. Plans are offered through CalPERS, Valic and Nationwide Retirement Solutions.