

2025 Benefits

General and Management



HEALTH PLANS

The City offers Cigna Point of Service health plan for medical insurance. For Dental, the City offers PPO coverage, through Cigna. For health-related resources go online at www.mycigna.com or call (800) 244-6224. For dental care services go online at <https://www.cigna.com/individuals-families/member-guide/>. Vision benefits are available at the employee's cost from www.eyemed.com/en-us.

CITY PAID BENEFITS

- Accidental Death & Dismemberment: One times employee's annual salary, up to \$50,000
- Group Term Life: One times employee's annual salary, up to \$50,000
- Long Term Disability: Provides 2/3 of base monthly salary when disabled, after a 60-day waiting period
- The City does not participate in State Disability Insurance (SDI)
- Cigna Identity Force ID Theft Protection

For the medical, dental, and vision plan premium costs for the current year, click here [Plan Costs](#). For detailed benefit plan summaries, click here for [Plan Summaries](#). Employees may login to [BenefitBridge](#) for the following:

- Enroll in Benefits
- Compare Plan Options
- Change Address
- Update Dependents/Beneficiaries

VOLUNTARY BENEFITS

The following benefits are available at the employee's expense and can be selected at any time.

- **American Fidelity** - Term Life Insurance, Whole Life Insurance, Texas Life Insurance, Cancer, Accident, Critical Illness and Short-Term and Long-Term Disability
- **MetLife** – Pet Insurance, Legal Plan
- **MASA** – Medical Transport Solutions

FLEXIBLE SPENDING ACCOUNTS

Health and dependent care FSAs are employee funded through payroll deduction. Enrollment must be completed at the time of hire or during the Benefits Open Enrollment period. The plan does not carry forward from year to year. If interested in any of the above voluntary benefit options, contact **Evan Archer** with **American Fidelity** at (800) 654-8489 Ext. 5948 or Evan.Archer@americanfidelity.com.

DEFERRED COMPENSATION 457 OR ROTH IRA PLAN

These plans are voluntary and employee funded through payroll deduction. For information and enrollment forms, please contact the Human Resources Department (619) 258-4100 Ext. 158 or visit www.missionsq.org.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

EAP offers professional consultants for confidential guidance, information and resources for personal, work, family, relationships, life management, financial and legal concerns for you and anyone in your household. Consultants are provided at no cost and are available 24 hours per day, 365 days per year at **1-800-999-7222** or at www.anthemap.com. To log in, use the program name: **CICCS**.

RETIREMENT BENEFITS

The City contracts with CalPERS for retirement benefits as set forth in the California Government Code and California Public Employees' Pension Reform Act of 2013.

Retirement Tier	Local Miscellaneous Retirement Formula	Current Member Rate (Employee Deduction) <small>Eff. 6/27/19</small>	Minimum Age for Retirement
Tier 1	2.7% @ 55	9 %	50
Tier 2	2% @ 55	8 %	50
Tier 3	2% @ 62	7.75 %	52

TIER 1 – Employees who became a CalPERS member with the City of Santee prior to January 19, 2012

TIER 2 – CalPERS member (or reciprocal agency) between 1/19/2012 and 12/31/2012

TIER 3 - CalPERS members (or reciprocal agency members) on or after 01/01/2013

Employees may retire when they reach minimum age for retirement with five years of CalPERS service credit. Following is a summary of the CalPERS contract provisions:

- 12 Months Final Compensation (Tier 1)
- 36 Months Final Compensation (Tier 2 & 3)
- Pre-Retirement Death Benefits
 - 1959 Survivor Benefit - Level 3
 - Optional Settlement 2
- Military Service Credit for Public Service
- Credit for Unused Sick Leave
- Social Security Coverage-None
- Post-Retirement Death Benefit \$500

Please refer to CalPERS Publication "Local Miscellaneous Member Benefits". Please login to MyCalPERS to determine tier and applicable provisions. Call **888-CALPERS**.

MEDICARE

All Employees hired after March 31, 1986 participate in the Medicare program, which deducts 1.45% of your salary. The City also contributes 1.45% to Medicare on your behalf.

TUITION REIMBURSEMENT PROGRAM

Employees may be eligible to receive between up to \$2,500 in tuition reimbursement per fiscal year. For more information on employee eligibility, covered expenses and requirements, please contact Human Resources at (619) 258-4100 Ext. 262.

RECREATION AND ENTERTAINMENT DISCOUNTS

The City has partnered with Fun Express to provide discount tickets to most major southern California theme parks, water parks, movie and dinner theaters, and other family attractions. <https://www.funex.com/>

9/80 OPTIONAL SCHEDULE

Employees may work eight nine-hour days plus one eight-hour day for a total of 80 hours in a two-week period, with every other Friday off. City Hall closes to the public at 1:00 pm on Fridays.

CITY HOLIDAYS

- New Year's Day
- Martin Luther King, Jr. Day
- Presidents' Day
- Memorial Day
- FLOATING: Full time employees receive 9 hours each fiscal year which must be used prior to June 30.
- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving
- Day after Thanksgiving
- Christmas Eve
- Christmas Day

BENEFIT INFORMATION

Vacation	3x maximum accrual*
Sick Leave	8 hours per month, accrued at 3.69 hours per bi-weekly pay period. 2000 hours maximum*
Bereavement Leave	24 hours paid leave per eligible family member. Additional 16 hours of sick leave.
Catastrophic Leave	Up to 360 hours of leave for catastrophic illness/injury for employee/spouse/child/parent
Retiree Health	Eligible to continue at current rate until age 65 at own cost
Medicare	Benefits begin at age 65 (exception provision for active management employees)

*Accrual rates and certain benefits differ for some safety positions. See [SFFA MOU](#) or Management Services Agreement.

LEAVE ACCRUAL AND BENEFIT INFORMATION

EXECUTIVE MANAGEMENT		
Positions	Years of Service	Vacation Days
Assistant to the City Manager	0 – 9 years:	Fifteen working days
City Clerk	9 – 14 years:	Twenty working days
City Engineer	14 – 19 years:	Twenty-two working days
City Manager	19 – 24 years:	Twenty-four working days
Dir. of Community Services	24+ years:	Twenty-five working days
Dir. of Development Services	Auto Allowance	\$4200/fiscal year
Dir. of Engineering/City Engineer	Administrative Leave	64 hours/fiscal year
Dir. of Finance	Vacation Conversion	Up to 80 hours/fiscal year
Dir. of Human Resources	Severance Pay	6 months
Dir. of Fire & Life Safety* (Safety)		
Dir. of Planning & Building/City Planner		

SENIOR MANAGEMENT		
Positions	Years of Service	Vacation Days
Building Official	0 – 5 years:	Ten working days
Deputy Fire Chief* (Safety)	5 - 9 years:	Fifteen working days
Finance Manager	9 – 14 years:	Twenty working days
Fire Marshal	14 – 19 years:	Twenty-two working days
IT Manager	19 - 24 years:	Twenty-four working days
Marketing Manager	24+ years:	Twenty-five working days
Principal Civil Engineer	Administrative Leave	48 hours/fiscal year
Principal Planner	Vacation Conversion	Up to 80 hours/fiscal year
Principal Traffic Engineer	Severance Pay	4 months
Public Services Manager		
Recreation Services Manager		

GENERAL EMPLOYEES AND MIDDLE MANAGEMENT		
Positions	Years of Service	Vacation Days
Assistant City Clerk	0 – 5 years:	Ten working days
Economic Development Manager	5 - 9 years:	Fifteen working days
Fire Battalion Chief* (Safety)	9 – 14 years:	Twenty working days
Recreation Supervisor	14 – 19 years:	Twenty-two working days
Special Events Supervisor	19 - 24 years:	Twenty-four working days
Sr. Civil Engineer	24+ years:	Twenty-five working days
Sr. Human Resources Analyst	Administrative Leave**	32 hours/fiscal year
Sr. Management Analyst	Vacation Conversion	Up to 80 hours/fiscal year**
Sr. Management Analyst/ Grant Coord.	Severance Pay**	2 months
Sr. Planner		
Sr. Traffic Engineer	**Middle Management Only	