

Benefits Summary

Appointed Officers, Unit 24

City Manager, City Attorney, City Clerk, City Treasurer, City Auditor, and Director of Public Safety Accountability

HEALTH AND WELFARE BENEFITS

Unless otherwise noted, the information contained herein applies to all employees covered by the Appointed Officers Resolution.

Eligibility: Coverage begins for new hires and their eligible dependents on the first day of employment if that date is the first calendar day of the month designated. If employment begins after the first, coverage will begin on the first day of the following month.

Eligible Dependents: Employee's spouse (the person legally married to under state law), State of California Registered Domestic Partner, your children, or your spouse/domestic partner's children under the age of 26, your children or your spouse/domestic partner's children over the age 26 if they are incapacitated due to a disability and primarily dependent on you for support, children named in a Qualified Medical Child Support Order.

Medical: The City offers three medical providers: Kaiser Permanente, Sutter Health Plan, and Western Health Advantage. Employees pay the difference once the City-paid health contribution is applied. After the City health contribution is applied towards your medical premium, any remaining funds will be applied to your chosen dental and/or vision premiums. City contributions are as follows:

- Employee Only \$971.00/month
- Employee +1 \$1,545.00/month
- Employee +2 or more \$2,051.00/month

Appointed Charter Officers receive an additional 3% of base salary to apply towards optional benefits.

Dental: The City offers two dental plans – Delta Dental Premier DPO (includes Orthodontic and Implants) and DeltaCare USA (includes Orthodontic). The dental plans include coverage for eligible dependents.

Vision: The City offers a basic or an enhanced vision plan through Vision Service Plan (VSP) – a base plan and an enhanced plan. The vision plans include coverage for eligible dependents.

Appointed Officer Allowances

- City Manager receives a sum of \$400/month as reimbursement for City expenses.
- City Attorney, City Clerk, City Treasurer, and City Auditor receive a sum of \$350/month for reimbursement of City expenses.
- Employees receive a reimbursement of \$500/month for use of privately-owned vehicles.
- Employees receive a technology allowance of \$100/month for use of personal cell phones and service to conduct City-related business.

Flexible Spending Account (FSA) – The City offers a Healthcare, Dependent Care and Transportation FSA:

- Health Care FSA allows employees to use pre-tax dollars to receive reimbursement, up to the annual IRS limit, for eligible medical, dental, and vision expenses.
- Dependent Care FSA allows employees to use pre-tax dollars to receive reimbursement, up to the annual IRS limit, for eligible day care expenses for dependent children up to age 13.
- Transportation FSA allows employees to use pre-tax dollars to receive reimbursement, up to the annual IRS limit, for commuter benefits program.

Long-Term Disability: Employees receive City paid long-term disability insurance.

Voluntary Short-Term Disability: Employees are eligible to enroll in voluntary short-term disability coverage which provides up to 66 2/3 percent of base salary not to exceed a weekly maximum of \$1,000.

Basic Term Life & Accidental Death and Dismemberment Insurance (AD&D): The City provides the following City-paid basic life insurance:

- \$50,000 life insurance for Director of Public Safety Accountability.
- \$100,000 life insurance for City Attorney, City Auditor, City Clerk, and City Treasurer.
- \$150,000 life insurance for the City Manager.

Supplemental Life and AD&D: Available for purchase as outlined in the [Appointed Officers Resolution](#).

Dependent Life Insurance: Employees can purchase \$2,000 or \$5,000 life insurance covering the loss of an eligible spouse and/or child(ren) up to age 26.

Workers' Compensation: Employees are covered by the City's self-insured workers' compensation program.

Aflac Insurance: Employees can purchase voluntary Accident, Hospital Indemnity, or Critical Illness policies at the City's group rates.

LegalShield & Identity Theft Protection: Employees can purchase membership and have access to 24/7 expert legal advice, assistance on legal matters.

RETIREMENT AND DEFERRED COMPENSATION

California Public Employees' Retirement System: The City contracts with the California Public Employees' Retirement System (PERS): 2% @ 55 retirement formula for Classic PERS members and 2% @ 62 retirement formula for new enrollees to PERS. For more specific information, refer to the [Appointed Officers Resolution](#).

Social Security and Medicare: Both the City and the employee contribute 6.2% to Social Security and 1.45% to Medicare.

401(A) Retirement Plan: Employees must contribute to an IRS Section 401(a) plan. The City contributes four percent (4%) of salary, and the employee contributes five percent (5%) of salary.

Deferred Compensation Plan: Employees are eligible to enroll at any time in the City's 457 Deferred Compensation Plan and enrollment is voluntary. Employees may defer up to the annual limit set by the IRS, and contributions may be made pre-tax or after-tax (Roth). The plan permits loans and emergency hardship withdrawals. The City does not match

employee contributions. Employees may adjust their contribution to the plan at any time.

WORK/LIFE PROGRAMS

Employee Assistance Program (EAP): EAP is a confidential service available to employees and their family, and is a program designed to help with emotional health issues and everyday challenges. Access to the EAP is paid for by the City. EAP member services provide a wealth of resources that can help employees lead a healthy, happy, and well-balanced life – including emotional health, wellness, and work and life services for employees and their covered dependents. Employees and eligible dependents are eligible for a set number of visits, per person, per issue, per year.

Holidays: The City observes 13 official holidays and 2 floating holidays.

Vacation: Employees may accumulate up to a maximum of 480 vacation hours. Vacation accrual rate is based on years of service:

Years of Service	Vacation Earned
0 to 5	10 days/80 hours
5 to 15	15 days/120 hours
16 +	20 days/160 hours

Sick Leave: Employees accrue sick leave based on the number of regular hours worked. Full-time employees earn 96 hours of sick leave per year. There is no maximum accumulation.

Management Leave: Employees are credited with 80 hours of management leave time at the beginning of each fiscal year. Leave hours are prorated for new hires.

Other Leaves: The City also provides the following paid and unpaid leaves: bereavement leave, Family and Medical Leave, California Family Rights Act, pregnancy disability, jury duty, military duty leaves, and personal leave.

ADDITIONAL INFORMATION

Longevity Pay (City Charter) – Per Section 108 of City of Sacramento Charter, upon completion of twenty (20) years of service, an employee shall receive yearly thereafter a lump sum of \$100 in addition to said employee’s regular compensation. Upon completion of twenty-five (25) years of service, an employee shall receive yearly thereafter a lump sum of \$200 in addition to said employee’s regular compensation and in addition to the longevity allowance described above, for a total of \$300.

Longevity Pay (Appointed Officers Reso) – Employees who have completed seventeen (17) years of City service shall receive longevity pay in the amount of three percent (3%) of their base rate of pay. Longevity pay (Appointed Officers Reso) is additive and not compounded with any other type of pay or incentive.

Please refer to the current [Appointed Officers Resolution](#) for additional information regarding terms and conditions of employment.

Visit Benefit Services [online](#) for additional information including the current health, dental, or vision plans and associated costs.

Contact Benefit Services at benefitservices@cityofsacramento.org for additional questions about employee benefits.

Updated 2/21/2026