

## City of Mt Shasta Summary of Benefits

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**Retirement:** the City participates in the California Public Employee's Retirement System (PERS) and Social Security. Classic Safety employees fall under the 2% at 50 plan and New Safety employees have the 2.7% at 57 plan. Classic Miscellaneous employees receive the 2% at 55 plan and New Miscellaneous employees have the 2% at 62 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 to participate in medical, dental and vision insurance or just dental and vision insurance. The insurance is provided by the Teamsters Local No. 137 union and administered by Delta Health Systems and VSP. Supplemental disability, accident, cancer and long term care insurance is offered to the employee through Colonial Insurance.

**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.