



City of Solvang Full Time Employee Benefits

The following benefits are available to full-time employees. The Employee Handbook & MOU provide information in greater detail.

Retirement:

California Public Employees Retirement System (CalPERS)

“Classic Members”: 2.5% at 55

Employer pays 8% Employee Share

Employees pay 8% of the Employer Share

“PEPRA MEMBERS/Non-Classic” (members new to CalPERS after 1/1/13):

2% at age 62

Employer pays 7.874%

Employee pays 7.25%

The City participates in Social Security.

Housing Allowance: \$600.00 per month.

Medical, Dental, Vision:

The City offers both PPO and HMO medical plans, in addition to dental, vision and group term life benefits. The City provides Section 125 Cafeteria plan which provides for the following:

\$1000/month for Employee only coverage,

75% of the premium for employees enrolled in Employee + 1

75% of the premium for employees enrolled in Employee + Family

If you opt-out and purchase medical insurance elsewhere, the City provides a Cafeteria amount of \$800.00 /month.

Life Insurance and AD&D: The City provides up to 1x the employee’s annual salary, with a minimum amount of \$50,000.

Long Term Disability:

The City provides a long term disability benefit at no cost to the employee.

Vacation Time:

Employees receive 12 days per year, increasing to 15 days after five years of service, and 20 days after 10 years of service.

Holidays:

Employees receive 12 days per year, and two floating holidays.

Sick Leave:

Employees receive 12 days per year with unlimited accumulation.

Administrative Leave:

Management employees receive 80 hours per year.

Deferred Compensation:

The City offers deferred compensation plans for employees to set aside a portion of their salary on a pre-tax or after tax basis to supplement retirement.

Flexible Benefit Program

A Flexible Spending plan is available which allows employees to set aside pre-tax dollars for reimbursement of out-of-pocket health care expenses and dependent care costs.

Auto Allowance:

Auto allowance available for the City Manager.

Cell Phone

Either provided to the City Manager or Department Heads are eligible for a \$50/mo Cell Phone Allowance.