

CITY OF EL CAJON

2024 Benefits

Executive and Unrepresented Management



CALPERS RETIREMENT

Classic Member: 3% at 60

PEPRA Member: 2% at 62

Classic Member (Safety): 3% at 50

PEPRA Member (Safety): 2.7% at 57

(hired after January 1, 2013)

ANNUAL VACATION

1-3 Years: 80 hours

4-9 Years: 120 hours

10-13 Years: 144 hours

14+ Years: 160 hours

HOLIDAY LEAVE

12 paid holidays per year,
plus two floating holidays

SICK LEAVE

96 hours per year

ADMINISTRATIVE LEAVE

60 hours per year - Unclassified Mgmt

80 hours per year - Executive Mgmt

457 DEFERRED COMPENSATION

The City offers voluntary plans through
MissionSquare and Nationwide

EXTENSIVE BENEFITS PLAN

Medical, dental, and vision plans offered. Flexible
Spending Accounts (Health and Dependent Care)
plus wellness and fitness programs.

MONTHLY

Plan Sample	EE Only	EE + 1 Dep	EE + 2+ Dep
City Contribution	\$1,450	\$1,450	\$1,450
Medical (Sharp)	\$833.24	\$1,666.48	\$2,166.42
Dental	\$12.01	\$25.83	\$37.80
Vision	\$10.10	\$18.99	\$27.04
Out of Pocket Cost	0	\$261.30	\$781.26

\$25,000

City Paid Life Insurance plus
1.5x Annual Salary

\$1,500

Tuition and Book
Reimbursement per year

\$120

Bilingual Pay per month

For more detailed information on other compensation
items, please visit our COMPENSATION AND
EMPLOYMENT AGREEMENTS at
www.elcajon.gov/hr
Phone: (619) 441-1736