

CITY OF EL CAJON

2024 Benefits MMPEG



CALPERS RETIREMENT

Classic Member: 3% at 60
PEPRA Member: 2% at 62
(hired after January 1, 2013)

457 DEFERRED COMPENSATION

The City offers voluntary plans through
MissionSquare and Nationwide

ANNUAL VACATION

1-3 Years: 80 hours
4-9 Years: 120 hours
10-13 Years: 144 hours
14+ Years: 160 hours

EXTENSIVE BENEFITS PLAN

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

HOLIDAY LEAVE

12 paid holidays per year,
plus two floating holidays

SICK LEAVE

96 hours per year

ADMINISTRATIVE LEAVE

60 hours per year

\$25,000

City Paid Life Insurance
plus 1.5 x Annual Salary

\$1,500

Tuition and Book
Reimbursement per year

\$120

per month for Bilingual Pay

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

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