

# CITY OF EL CAJON

2024 Benefits  
POA Management Group



## CALPERS RETIREMENT

Classic Member (Tier 1): 3% at 50

Classic Member (Tier 2): 3% at 55

PEPRA Member: 2.7% at 57

(hired after January 1, 2013)

## ANNUAL VACATION

1-5 Years: 192 hours

6-15 Years: 231 hours

10-13 Years: 144 hours

14+ Years: 160 hours

## SICK LEAVE

96 hours per year

## HOLIDAY LEAVE

12 Paid holidays per year

**\$25,000**

City Paid

Life Insurance plus 1.5x salary

**\$5,000**

Tuition and Book

Reimbursement per year

**\$120**

per month for Bilingual Pay

## 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.

Plan Sample	MONTHLY		
	EE Only	EE + 1 Dep	EE + 2+ Dep
City Contribution	\$1,400	\$1,400	\$1,400
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	\$311.30	\$831.26

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