

CITY OF EL CAJON

2024 Benefits
Confidential



CALPERS RETIREMENT

Classic Member: 3% at 60
PEPRA Member: 2% at 62
(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

\$25,000

City Paid Life Insurance

\$1,500

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	\$1,450	\$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