

**CITY OF SANTA ROSA**  
**General Benefits Summary for Management and Council Appointed Employees**

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**THE CITY**

Santa Rosa is located on Highway 101, 56 miles north of San Francisco and 21 miles east of the Pacific Ocean and centered in the premier Sonoma County wine region. The City has a population of approximately 154,453 within 40.96 square miles. Santa Rosa is the major merchandising, medical, educational and services center for the Redwood Empire. The City has an excellent school system, a community college and a state university located nearby. There are a wide variety of both recreational and cultural activities. Santa Rosa is an international biking destination known for the grueling and exciting Levi Leipheimer's GranFondo race. Forty-three parks are located within the City including Lake Ralphine, Spring Lake and Annadel State Park. The Russian River resort area, Armstrong Redwood Grove, Lake Mendocino, Clear Lake, Lake Sonoma and Sonoma Coast State Beaches are within a short driving distance.

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- VACATION:** Eighty (80) hours of vacation for one (1) to four (4) years of service; additional days are earned with additional years of service. Part-time employees shall accrue vacation on a prorated basis. An annual sell back option is available.
- VACATION SELLBACK:** Annually during the month of November, employee may "sell back" up to eighty (80) hours (prorated based on FTE allocation) of vacation providing he/she has eighty (80) hours of vacation remaining after the sell back.
- HOLIDAYS:** Employees receive 10 paid holidays per year (8 hours each), plus 2 to 3 floating holidays (8 hours each) per. Part-time employees shall accrue holiday leave on a prorated basis based on hours in paid status.
- ADMINISTRATIVE LEAVE:** All management employees not entitled to overtime are provided between 20 to 80 hours of administration leave annually, based on department recommendation.
- SICK LEAVE:** Sick leave is accrued at the rate of 8 hours per month. Any employee who retires and has completed 10 consecutive years of service will receive payment for one-half of accumulated sick leave up to a maximum of 600 hours, remain may be converted to CalPERS service credit. Part-time employees shall accrue sick leave on a prorated basis based on hours in paid status.
- HEALTH PLANS:** The City provides a choice of three plans--City PPO, City EPO, or Kaiser Permanente. City contributes a portion of the monthly premium for employee and dependents, including qualified domestic partners; employee contributes monthly premium difference. Part-time employees may elect to participate in health insurance plans and premium contributions will be prorated based on hours in paid status.
- DENTAL & VISION INSURANCE:** The City provides and contributes the monthly premium for Delta Dental and VSP vision plans for employee and dependents, including qualified domestic partners. Part-time employees may elect to participate in the dental and vision insurance plans. The City will contribute a percentage of the monthly premium based on the employee's full-time equivalent (FTE).
- LIFE INSURANCE:** The City provides and contributes the monthly premium for term life insurance. Employee has the option to apply for additional life insurance.
- LONG TERM DISABILITY:** The City provides and contributes the monthly premium for Long Term Disability Coverage.

**RETIREMENT  
CalPERS:**

**Tier One:** Employees hired prior to July 8, 2012 receive the Tier One formula of 3% @ 60, single highest year final compensation.

**Tier Two:** Employees hired on/after 7/8/2012 or have worked for a PERS (or reciprocal) agency within the last six months will receive the Tier Two formula of 2.5% @55, single highest year final compensation.

**Tier Three\*:** New employees hired on/after 1/1/2013 will receive the Tier Three formula of 2% @ 62, with a three year final compensation. (\*AB 340, California Pension Reform Act).

**DEFERRED COMP.:**

Deferred compensation plans are available.

**CREDIT UNION:**

Employees may participate in the benefits of the Redwood Credit Union which provides loans and systematic savings through payroll deduction.

The above list of benefits and descriptions has been edited due to space limitations; the Memorandum of Understanding for each particular bargaining unit contains the specific contract provision. It does not include any additional benefits negotiated in individual contracts.

The information contained herein is subject to change and does not constitute either an expressed or an implied contract.

You will find more detailed benefits information on each of the management groups by going to the following link, <https://srcity.org/353/Benefits-Summaries-Survey-Information>.

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