

**CITY MANAGER  
BENEFIT PACKAGE**

<b>Benefit</b>	<b>Compensation</b>
<b>Salary Range</b>	<p>The City Council is prepared to offer a highly competitive salary for the region consistent with recent practices; salary appointment will be made depending on qualifications and experience of the selected candidate. A mutually agreeable employment agreement will be negotiated and may include relocation assistance for the selected candidate.</p> <p><i>*Further explanation of salary: The City Council will make the final determination on salary for the selected candidate. For reference purposes, however, the City Council will be able to consult the recently published salary range for city managers throughout California, which range is between \$100,000 and \$600,000 based on data from the 2021 Government Compensation in California Report.</i></p>
<b>Annual Vacation</b>	After twelve months of continuous service, employee is eligible for a vacation of 17 working days. Commencing with the second year of employment, employee begin to accrue 17 days of vacation. Vacation accrual will increase by one day per year to a maximum of 22 days accrual commencing with the fifteenth year of employment.
<b>Sick Leave</b>	Granted sick leave with pay, up to a maximum of 90 calendar days per incident with no accumulation.
<b>Holidays</b>	11 Holidays
<b>Floating Holiday</b>	8 Hours (per fiscal year)
<b>Executive Leave</b>	5 Days (per fiscal year)
<b>Medical Plans</b>	City contributes monthly up to the cost of PERS Platinum Family Rate, which is \$2,580.73.
<b>Dental Insurance</b>	City contributes up to the cost of the family rate for dental coverage. Coverage is with Delta Dental.
<b>Vision Insurance</b>	City contributes up to the cost of the family rate for vision coverage. Coverage is with VSP.
<b>PERS Retiree Health Insurance</b>	<p>Health Benefit Vesting Requirements Apply</p> <p>The percentage of employer contribution payable for postretirement health benefits shall be based on the employee's years of credited PERS service at retirement.</p>
<b>Retiree Dental Insurance</b>	The City will contribute monthly to retired employees of PERS that retire from the City of Cerritos that are enrolled in the City's PERS retiree health insurance plan the full cost of up to the family enrollment in the City's dental plan.

<b>Retiree Vision Insurance</b>	The City will contribute monthly to retired employees of PERS that retire from the City of Cerritos that are enrolled in the City's PERS retiree health insurance the full cost of up to the family enrollment in the City's vision plan.
<b>Retirement</b>	Under the provisions of the California Public Employees' Retirement System. All employees are subject to the mandatory 1.45% Medicare contribution. Enrollment requires a 7% of salary contribution by the member.  Classic Members: 2% @ 60 New PERS Members: 2% @ 62
<b>Long Term Disability</b>	Employees are provided benefits under a Long Term Disability Plan
<b>Deferred Compensation</b>	Voluntary participation in the 457 Deferred Compensation Plan
<b>Life Insurance</b>	\$200,000 Term Life Policy (policy value reduced by age)
<b>Supplemental Life Insurance</b>	Voluntary Supplemental Life Policy
<b>Physical Exam Allowance</b>	\$500 per year.  The cash value of this benefit is provided if the allowance has been used for an exam within the last two years.
<b>Flexible Benefit Plan</b>	Voluntary participation for Dependent Care and Medical Assistance Plans.
<b>Credit Union</b>	F&A Federal Credit Union