



City of Hesperia

Gateway to the High Desert

Standard Employment Benefits

- Prior Public Service—CalPERS Formula 2.7% @ 55 (Employee contributes 8% (employee cost) and 1% (cost sharing) of annual salary)
- CalPERS Pension Reform Formula 2% @ 62 (Employee contributes 7.75% (normal cost) of annual salary)
- Vacation (80 hours accrued during first year)
- 13 holidays
- Sick leave (96 hours per year)
- Employee Assistance Program available
- 457 (b) Deferred Compensation Program available
- Adjusted Workweek Schedule participation required
- The City **does not** participate in the Social Security program, except for the mandatory 1.45% Medicare Contribution
- Health Benefits – up to \$1,650 per month toward medical, dental and vision insurance
- City Paid
 - Employee Only Premium for Dental Insurance
 - Employee Only Premium for Vision Insurance
 - Life Insurance
 - Non Represented Employees (One (1) times annual salary)
 - Teamsters Employees (\$50,000)
- IRS 125 Plan Flexible Spending Accounts
- Short Term and Long Term Disability Insurance participation required

Teamsters Local 1932 Additional Benefits

- Tuition Reimbursement Program (Up to \$3,000 per fiscal year available for eligible employees)

Non-Represented Additional Benefits

- Tuition Reimbursement Program (Up to \$3,000 per fiscal year available for eligible employees; \$4,000 per fiscal year for employees with five consecutive years of employment)

General Classifications

- 1% City Contribution into 401 (a) Deferred Compensation Plan

Professional/Supervisory Classifications

- 55 Hours Administrative Leave per fiscal year
- 2% City Contribution into 401 (a) Deferred Compensation Plan

Management Classifications

- 65 Hours Administrative Leave per fiscal year
- 3% City Contribution into 401 (a) Deferred Compensation Plan

Senior Management Classifications

- 84 Hours Administrative Leave per fiscal year
- 4% City Contribution into 401 (a) Deferred Compensation Plan
- Designated titles receive auto allowance of \$600 per month
- Designated titles receive cell phone allowance of \$100 per month