

# CITY OF CAMARILLO

## 2026 BENEFIT SUMMARY

### LEAVE ACCRUALS & PROGRAMS

#### **Vacation Leave**

Earned on a pro-rata basis each pay period, based on completed years of service.

			Max Accrual
0-4 yrs	3.080 hrs/pp	80 hrs/yr	200 hrs
5-9 yrs	4.616 hrs/pp	120 hrs/yr	300 hrs
10-14 yrs	6.152 hrs/pp	160 hrs/yr	400 hrs
15 yrs	6.464 hrs/pp	168 hrs/yr	420 hrs
16 yrs	6.768 hrs/pp	176 hrs/yr	440 hrs
17 yrs	7.080 hrs/pp	184 hrs/yr	460 hrs
18 yrs	7.384 hrs/pp	192 hrs/yr	480 hrs
19+ yrs	7.696 hrs/pp	200 hrs/yr	500 hrs

*\*Accruals pro-rated for regular part-time employees*

#### **Holidays**

11 Holidays (88 hours)\* + 3 Floating Holidays (24 hours)\*  
May cash out 8 hours of Floating Holiday annually – must have 5 years of City service and must have used 40 hours of vacation during the year.

*\*pro-rated for regular part-time employees*

#### **Sick Leave**

96 hours/year – (3.696 hrs/pp)\*

*\*pro-rated for regular part-time employees*

#### **Sick Leave Value**

Cash out value upon separation

0-5 yrs	0%
5-10 yrs	25%
10-15 yrs	50%
15+ yrs	100%

#### **Management Leave**

May cash out 60% annually – must have used 40 hrs of vacation during the year.

City Manager	88 hours
Executive Management Employees	72 hours
Management Employees	56 hours
Professional Employees	40 hours

#### **Comprehensive Annual Leave (CAL-Time)**

Sanitation District employees: combines vacation, sick and floating holiday leave accruals.

0-5 yrs	6.15 hrs/pp	160 hrs/yr
6-10 yrs	7.69 hrs/pp	200 hrs/yr
11-15 yrs	9.23 hrs/pp	240 hrs/yr
16 yrs	9.54 hrs/pp	248 hrs/yr
17 yrs	9.85 hrs/pp	256 hrs/yr
18 yrs	10.15 hrs/pp	264 hrs/yr
19 yrs	10.46 hrs/pp	272 hrs/yr
20+ yrs	11.08 hrs/pp	288 hrs/yr

#### **Family Medical Leave (FML) & Pregnancy Disability Leave (PDL)**

Eligible employees may take up to 12 weeks of leave w/in 12 month period. PDL allows for a reasonable period of leave, not to exceed 4 months.

#### **Humanitarian Employee Leave Program (HELP)**

A voluntary leave donation program to assist employees who are in need of additional leave time due to a serious illness or injury.

### EMPLOYEE LOAN PROGRAM

#### **ICMA 401a / 457 Plan Loans**

You may apply for loans from your MissionSquare 401a or 457 plan online at [missionsq.org](http://missionsq.org). Loans are repaid through after-tax payroll deductions.

### HEALTH & WELFARE BENEFITS

#### **PERS Health**

CalPERS offers several HMOs and PPOs. City contributes \$162.00/mo to all enrollees (including retirees).

#### **City Flex Credit**

City sets monthly flex credit at 90% of Family PERS Platinum, less the mandatory health contribution. Current rate is \$3,175.00/mo (pro-rated for regular part-time employees).

#### **Delta Dental**

Maximum annual benefit: \$1,500/person; plus \$1,500 lifetime max/person for orthodontia care.

#### **Vision Service Plan**

Annual exam and lenses covered in full; frames covered every two years.

#### **Life Insurance**

Term life policy – Annual salary + \$5,000 rounded up to the next increment of \$5,000 to a max of \$200,000. Dependent life – \$2,000/spouse and dependent child(ren)

#### **Accidental Death & Dismemberment Insurance**

Maximum benefit is equivalent to life insurance – see booklet for payout schedule.

#### **Employee Assistant Program (EAP)**

Six sessions per incident per year are covered.

#### **Short-Term Disability**

66 2/3% of base wages to max benefit of \$2,192/wk. Waiting period: 0 days for injury/hospitalization; 7 days for illness.

#### **Long-Term Disability**

66 2/3% of base wages to max benefit of \$9,500/mo. Waiting period: 180 days. Benefits may continue until normal retirement age – see booklet for details.

#### **Workers Compensation**

Administered by Athens Administrators – Temporary disability paid at 66 2/3% of base wages to max of \$1,764.11/wk for injuries occurring 01/01/2026 or later; medical/hospital costs are covered in full.

#### **Section 125 Plan**

Health insurance premiums deducted pre tax; Flexible Spending Accounts allow pre-tax deductions up to \$3,400 for out-of-pocket health costs and \$7,500 for childcare costs.

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## 2026 BENEFIT SUMMARY

### **RETIREMENT BENEFITS**

#### **PERS Retirement**

Classic Employees: 2% @ 55, employee contrib: 0%  
PEPRA Members: 2% @ 62, employee contrib: 8.25%

#### **PERS 1-yr Final Compensation (Classic Members)**

12 highest consecutive months will be the period used to determine the average monthly pay rate when calculating retirement benefits.

#### **PERS 4<sup>th</sup> Level 1959 Survivor Benefit**

The monthly allowance payable to eligible survivors ranges from \$950 - \$2,280 per month. See section 21574 for details.

#### **PERS Pre-Retirement Optional Settlement 2 Death Benefit**

The benefit is a monthly allowance equal to the amount the member would have received if they had retired from service on the date of death and elected Optional Settlement 2, the highest monthly allowance a member can leave a spouse.

#### **PERS Post-Retirement Survivor Allowance (PRSA)**

Upon the death of a member after retirement, an allowance shall be continued to the surviving spouse, unmarried dependent children or surviving parents. See section 21624, 21626, and 21628 for details.

#### **PERS PRSA Continuance**

The PRSA benefit will not cease upon remarriage of the surviving spouse.

#### **PERS Service Credit for Unused Sick Leave**

Unused accumulated sick leave may be converted to service credit at the rate of 0.004 year of service credit for each day of unused sick leave (i.e., 250 days of sick leave equals one year of service credit).

#### **PERS Military Service Credit**

A member may elect to purchase up to 4 years of service credit for any continuous active military or merchant marine service prior to employment.

#### **PERS Peace Corps or AmeriCorps Service Credit**

A member may elect to purchase up to 3 years of service credit for any volunteer service in the Peace Corps or AmeriCorps.

#### **Defined Contribution Plan (401a Plan)**

City contributes 7% of salary for all regular employees.

#### **Deferred Compensation Plan (457 Plan)**

All employees are eligible to participate in the 457 plans administered by MissionSquare. City contributes 3% of salary for Executive employees.

#### **Deferred Compensation for Part-Time, Temporary and Seasonal Employees (457 PTS Plan)**

Employees not eligible for PERS contribute 0.5% of salary. City contributes 7% of salary for enrollees.

#### **Retirement Health Savings (RHS) Plan**

Investment vehicle funded by employee contributions to pay for medical benefits upon retirement or separation from the City. Mandatory participation for all employees.

### **COMPENSATION & ALLOWANCES**

#### **Salary Structure**

Salary ranges are set at a width of 50% between the bottom of the range and the top of the range. Annually, a COLA is considered for all staff and employees will be eligible for merit increases on their anniversary date based on their performance.

#### **Auto Allowance**

Allowances ranging from \$175-\$500/month for designated mid-management and executive employees; pool car is available to all other employees not receiving allowance.

#### **Boot Allowance**

\$300/fy for eligible employees

#### **Cell Phone Allowance**

\$90/mo to designated employees (Policy 2.14)

#### **Education Reimbursement**

75% of expenses up to \$1,800/fy

### **PROFICIENCY PAYS\***

*\*pro-rated for regular part-time employees*

#### **Arborist Certification Pay\***

\$150/mo to designated employees

#### **Backflow Pay\***

\$100/mo to designated employees

#### **Bilingual Pay\***

\$50/month to designated employees

#### **Commercial License Pay\***

Class A - \$50/mo to designated employees  
Class B - \$25/mo to designated employees

#### **On-Call Pay**

\$3.00/hr to designated employees

#### **Pesticide Applicator Pay\***

\$100/mo to designated employees

### **OPTIONAL BENEFITS**

Employees may purchase optional benefits through payroll deductions:

#### **Supplemental Insurance – American Fidelity**

**LegalShield**  
**Pet Insurance**

### **SAFETY INCENTIVE PROGRAM**

#### **Quarterly Incentive**

Employees (divided into 6 categories) accrue leave credits for every quarter in which a lost-time work-related event does not occur. Maximum leave accrual is 20 hours.

#### **Semi-Annual Incentive**

City-Wide Social Event for every consecutive 6 months without a lost time incident.

#### **Annual Incentive**

Lunch for every consecutive 12 months without a lost time incident.