



City of Solvang Full Time Employee Benefits

Effective August 1, 2023 – June 30, 2026

The following benefits are available to full-time employees. The Employee Handbook & MOU provide information in greater detail.

Retirement:

California Public Employees Retirement System (CalPERS) “Classic

Members”: 2.5% at 55, employees hired prior to January 1, 2013 Employer contribution: employee pays 8% of reportable compensation Employee contribution: city pays entire 8%.

“PEPRA MEMBERS/Non-Classic” (members new to CalPERS after 1/1/13):

2% at age 62

Employer contribution: The City pays fifty percent (50%) of the total “normal” cost of the benefit (as determined by CalPERS annually).

Employee contribution: employee pays fifty percent (50%) of the total “normal” cost of the benefit (as determined by CalPERS annually).

The City participates in Social Security.

Housing Allowance: \$750.00 per month.

Medical, Dental, Vision & Life:

The City offers both PPO and HMO medical plans, in addition to dental, vision and group term life benefits. The City provides Section 125 Cafeteria plan which provides \$1,100.00 for employees enrolled in Employee Only, overages paid to employee.

The greater of \$1,100.00 or 75% of the 2023/2024 premium for employees enrolled in Employee + One.

The greater of \$1,100.00 or 75% of the 2023/2024 premium for employees enrolled in Employee + Family.

If you opt-out and purchase medical insurance elsewhere, the City provides a Cafeteria amount of \$900.00 /month.

Life Insurance and AD&D: The City provides up to 1x the employee’s annual salary, with a minimum amount of \$50,000.

Long Term Disability:

The City provides a long-term disability benefit at no cost to the employee.

Vacation Time:

Employees receive 12 days per year of combined service, increasing to 15 days after five years of combined service, 20 days after 10 years of combined service, and 25 days after 15 years of combined service.

Holidays:

Employees receive 12 days per year, and two floating holidays.

Sick Leave:

Employees receive 12 days per year with unlimited accumulation.

Administrative Leave:

Management employees receive 80 hours per year.

Deferred Compensation:

The City offers deferred compensation plans for employees to set aside a portion of their salary on a pre-tax or after tax basis to supplement retirement.

Flexible Benefit Program:

A Flexible Spending plan is available which allows employees to set aside pre-tax dollars for reimbursement of out-of-pocket health care expenses and dependent care costs.

Auto Allowance:

Auto allowance available for the City Manager.

Cell Phone

Provided to staff or the City Manager or Department Heads are eligible for a \$50 per month Cell Phone Allowance for use of their personal cell phone.