CITY OF CARPINTERIA
EMPLOYEE BENEFITS SUMMARY
FOR CALENDAR YEAR 2026

The City of Carpinteria provides a comprehensive employee benefit package to full-time employees. A more inclusive listing of employee benefits can be found in the SEIU Memorandum of Understanding (MOU), Miscellaneous Management Conditions of Employment, and Management Conditions of Employment.

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Retirement: The City participates in the California Public Employees Retirement System (CalPERS) providing retirement benefits to eligible miscellaneous Classic employees (employees hired before 1/1/13) with a 2% @ 55 formula and PEPPRA Employees (employees hired after 12/31/12) with at 2% @ 62 formula. Employee cost share for Classic and PEPRA employees is 8%.

Part-time and seasonal employees who are exempt from the CalPERS and from OASDI portion of Social Security taxes are enrolled in an alternative qualifying 457 deferred compensation retirement plan.

Deferred Compensation (457) Program: Employees are eligible to contribute to a supplemental retirement plan.

Health insurance: The City provides the majority of the health insurance annual premium under the CalPERS program for eligible employees and their eligible dependents. SEIU Employees: monthly contribution is equal to .029% of the annual salary times the percentage change in the base plan insurance premium with a minimum annual increase of 5%, and a maximum 30%. There is an additional employee cost share If the premium of the selected plan exceeds the base plan premium. Miscellaneous and Management Employees: 100% City paid of the designated "base" plan. There is an additional employee cost share If the premium of the selected plan exceeds the base plan premium.

Dental insurance: The City provides a dental plan with 100% of the premium paid by the City for employees and their eligible dependents.

Vision Insurance: Employees have the option to elect coverage for themselves and their eligible dependents at their own expense.

Flexible Benefit Program Wellness Allowance: An allowance of $1, 389.83 per calendar year is provided by the City to help offset any out-of-pocket benefits premiums. This annual benefit will increase by 2% every calendar.

City Paid Holidays: The City observes thirteen paid legal holiday each year. They are as follows: New Year's Day, the day before/or after New Year's Day, Martin Luther King Day, President's Day, Juneteenth, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, day after Thanksgiving Day, Christmas, and the day before/or after Christmas Day and day before or after January 1st.

Floating Holiday Hours: Management and Miscellaneous Unrepresented employees are granted 24 floating holiday hours per calendar year (prorated based on date of hire).

Annual Personal Time Off (PTO): Annual leave is accrued based on years of service. In place of separate leave accrual for vacation, sick leave, floating holidays, and administrative leave, each employee is granted an all-inclusive comprehensive leave bank that includes all leave benefits. Employees have the option to cash out up to 80 hours of unused leave, provided the employee retains an accrued leave balance: eighty (80) hours for Miscellaneous and Management employees and forty (40) hours for SEIU employees). The City of Carpinteria provides a comprehensive employee benefit package to full-time employees.

Management Leave: Management employees are exempt from overtime and are entitled to Management Leave. Executive Management – 80 hours, Mid-Management – 60 hours, and Management – 40 hours per calendar year (prorated based on date of hire).

Fitness Program: The city will reimburse regular full-time employees up to $600.00 per fiscal year for their health fitness club membership.

Short and Long-term Disability Insurance: In addition to the mandatory State Disability Insurance (SDI), the City provides Group Short and Long-term disability insurance plan for eligible full-time employees through Reliance Standard Insurance.

Social Security Meditax: Although the City does not participate in the federally administered Social Security Program, it is required to match an employee contribution of 1.45% of gross wages for coverage under the Medicare portion only of the Social Security Program for employees hired after March 1, 1986.

Unemployment Insurance Benefits: This is a State-mandated program. The city has selected the Cost of Benefit Reimbursement method of financing unemployment coverage. A reserve is maintained to cover the cost of unemployment claims.

Special Pay: Employees classified as Management are eligible for a special pay benefit that provides for reimbursement of an amount equal to the payroll deduction of employee-paid contributions to SDI and the amount equal to the employee contribution of 1.45% of gross wages for coverage under the Medicare portion only of the federally administered Social Security Program.

Translation Pay: Employees are eligible to receive special pay for translating.

Workers' Compensation: The city provides workers' compensation benefits when an employee is injured on duty arising out of and in the course of employment. This coverage is through the California Joint Powers Insurance Authority (CJPIA) and the program is administered by YORK Insurance Services Group, Inc., a workers' compensation third party claims administrator.

Employee Assistance Program (EAP): The City provides a comprehensive Employee Assistance Program for confidential counseling and services to City employees and their immediate families.

Life Insurance: The City provides full-time employees with a Life and Accidental Death and Dismemberment (AD&D) Insurance policy. Coverage for each regular full-time employee is equal to one times (1x) their annual salary. Management employees receive coverage equal to $100,000 or one times (1x) their annual salary, whichever is greater. Employees have the option to purchase additional Voluntary Supplemental Life Insurance coverage for themselves and their eligible dependents. Employees retiring with 20 years or more of continuous service with the City and enrolled in the City's group life insurance at the time of retirement may continue to be covered at City expense for a life benefit of $10,000, excluding AD & D benefits.

Voluntary Supplemental Life Insurance: A Voluntary Supplemental Life Insurance policy is available for employees and dependents through Lincoln Life at their own expense.