

Bargaining Unit 7
Non-Supervisory Groups and Crafts

International Brotherhood of Electrical Workers, Local Union 100 (IBEW)

Benefit	Description
Health & Welfare: medical, dental and vision (Employee and dependents)	As of 07/01/2026 PPO Plan Premium = \$1,664.00 City Contributes \$1,165.00 Employee Contributes: Full Benefit Plan: \$499.00 Mo., Reduced Benefit Plan: \$49.00 Mo.
Retirement *	City = 13.38%; Employees hired on or after 9/5/2016 pick up 1.5% of City contribution Employee (Average) = 9.61% (2%/year @ 55) (DROP) – Deferred Retirement Option Program
Short Term Disability	Provided through California SDI program
Deferred Compensation	Savings/Mutual Funds 457 Plan with various investment options No City Contribution
Holidays	Holidays = 10 Birthday = 1 Personal = 2
Vacation (Hours per month)	1 – 4 years = 8 hrs 5 – 7 years = 10 hrs 8 – 19 years = 11.33 hrs 20+ years = 14.66 hrs Hours are accrued for each completed month
Sick Leave (Available after 90 days)	8 hrs hours accrued for each completed month 900 hr cap
Bilingual	\$100.00 per month
Workers' Compensation	Benefits provided consistent with state law
Health Reimbursement Arrangement (HRA)	To pay premiums for retirement medical insurance and qualified medical expenses.

* Employees Retirement System = Full-time permanent employees; vested after completing 5 years of service

Employment Not Covered by Social Security

Your earnings from a full-time position in this unit are not covered under Social Security. When you retire, or if you become disabled, you may receive a pension based on earnings from the City. If you do, and you are also entitled to a benefit from Social Security based on either your own work or the work of your husband or wife, or former husband or wife, your pension may affect the amount of the Social Security benefit you receive. Your Medicare benefits, however, will not be affected. Under the Social Security law, there are two ways your Social Security benefit may be affected.

Windfall Elimination Provision / Government Pension Offset Provision

The Social Security Fairness Act, signed into law on January 5, 2025, ended the Windfall Elimination Provision. For more information go to Social Security Fairness Act: Windfall Elimination Provision (WEP) and Government Pension Offset (GPO) update and subscribe for the latest updates.

For More Information

Social Security publications and additional information, including information about exceptions to each provision, are available at www.socialsecurity.gov. You may also call toll free 1-800-772-1213, or for the deaf or hard of hearing call the TTY number 1-800-325-0778, or contact your local Social Security office.