

Perks and Benefits for SEIU:

- **Pension membership in the [California Public Employees Retirement System \(CalPERS\)](#)** – New members join 2% at age 62; current members join 2% at age 60. For those unfamiliar with PERS:
 - It's the largest retirement pension system in the United States.
 - When you retire, PERS pays you a percentage of your salary for the rest of your retirement.
 - Your retirement benefit is based on your retirement age, years of service, highest salary, and other factors.
 - You don't have to stay with one employer for your entire career in order to keep earning towards your pension. There are nearly 3000 employers in California who participate in PERS, including a majority of California public agencies, school districts, charter schools, and the State of California.
- **Health Insurance for you and your family** – Choose from a range of HMO, PPO and EPO options. The City pays 95% of the CalPERS Bay Area Kaiser Family premium rate, up to \$ 2,002 per month in 2023.
- **Dental and Vision Insurance** – The City pays 95% of the premium.
- **Employee Assistance Program** – Obtain a range of supportive services, including free counseling
- **Generous Paid Time-Off**
- **Vacation leave** – 10 to 25 days per year, depending on years of service with the City
- **Sick leave** – 12 days per year
- **Paid holidays** – 18 days per year
- **Total paid time off** (categories above combined) – 40-55 days per year
- **Bereavement Leave** – May take up to 3 consecutive work days, or more if travel over 300 miles is required.
- **Telework and Employee Safety amidst COVID-19** – The City is working remotely during COVID-19, and will continue to do so for the foreseeable future. If there are particular tasks that require your physical presence in the office, the City practices safety measures to minimize exposure.
- **Flexible Work Schedules & Telework** – The City supports flexible or alternative work schedules and partial teleworking as business needs permit, even when we're not in a pandemic.
- **Free Fitness Center Access at City Facilities**
- **Flexible Spending Account (Section 125)** – Use pre-tax dollars to pay for health insurance premiums, dependent care, medical expenses and commuter expenses.
- **Commuter Benefits** – City matches up to \$100/month on commuter expenses.
- **Free Employee Parking**
- **Downtown Office** – Bright, spacious office located in Redwood City's vibrant downtown, with restaurants, shops and other amenities nearby.
- **City Hall within walking distance to Caltrain station** (6 minutes)
- **Education Reimbursement Program** of \$1,500 annually. \$1,500 may be used for courses taken as a part of a degree program. Up to \$750 may be used for job-related professional development classes outside of a degree program.
- **Life Insurance** – The City pays the full cost of the Basic Life Insurance. Policies available equal to one and one-half times the employee's annual salary, at a 60/40 premium split between the City and employee respectively.
- **Long Term Disability Insurance** – The City pays the full cost of the basic rate, up to a \$3,000 maximum monthly benefit. A buy-up option paid by the employee is available, for a total maximum monthly benefit of \$6,000.

- **Learning and Development Program** – The City fully supports professional development and offers a variety of classes and seminars for our staff to continue to learn and grow.