

# Classified Benefits Summary

2024 – 2028 Memorandum of Understanding  
Updated: 01/01/2026



## Salary and Compensation

Salary Increase	<ul style="list-style-type: none"> <li>3% COLA effective the first full pay period following 7/1/2026.</li> <li>5% COLA effective the first full pay period following 7/1/2027.</li> </ul>
Market Adjustments	<ul style="list-style-type: none"> <li>1.5% effective the first full pay period following 7/1/2026 for Maintenance Worker I, Maintenance Worker II, Refuse Truck Driver II, Senior Refuse Truck Driver, and Wastewater Collections System Technician II.</li> <li>2.5% effective the first full pay period following 7/1/2027 for Refuse Truck Driver II and Senior Refuse Truck Driver.</li> </ul>
Certification Pay	<ul style="list-style-type: none"> <li>\$75 per month per approved certification (up to 4 certifications) based on the certification schedule in MOU.</li> <li>\$75 per month for an applicable bilingual certification.</li> </ul>
Tuition Reimbursement	\$750 per semester, up to \$1,500 per year.

## Retirement Planning

CalPERS Retirement	Formula	Final Comp	Effective	FY 25/26 ER Rate	FY 25/256EE Rate
Misc Classic Member	2.7% at 55	1 year	Prior to 2/13/11	13.09%	11%
Misc Classic II Member	2% at 60	3 years	2/13/2011	7.19%	10%
Misc New Member	2% at 62	3 years	1/1/2013	4.96%	10.75%
CalPERS Cost Share	3% employee cost share agreement, already included in the employee rate above.				
Social Security	The City of Lincoln participates in Social Security, current rate is 6.2%.				
Deferred Comp	457(b) plans offered for voluntary employee participation. The City will contribute up to \$100 per month in matching funds for employees who participate in a City-sponsored 457 plan.				
Retiree Medical	<ul style="list-style-type: none"> <li>For employees hired prior to January 1, 1998, the City contributions are equal to the monthly premium of the annuitant's elected health plan.</li> <li>For employees hired on or after January 1, 1998, and before September 24, 2024, the City will make a monthly contribution equal to the Public Employees' Medical &amp; Hospital Care Act (PEMHCA) "100/90" annuitant contribution rates calculated for the purposes of the statutory vesting schedule under <a href="#">Government Code 22893</a>. Employees must have at least 10 years of PERS credit, 5 years with the City and retire within 120 days of separation from the City to qualify.</li> <li>For employees hired on or after 9/24/2024, who retire from the City and who qualify as an annuitant under PEMHCA, the City contributes the PEMHCA minimum contribution, as adjusted annually by CalPERS. In 2025, the PEMHCA minimum is \$158 per month.</li> </ul>				

## Health and Insurance Plans

Medical Insurance	City contributes 80% of Region 1 Kaiser rates. City monthly contributions are as follows:	Employee	Employee +1	Employee +2
		\$935.09	\$1,870.18	\$2,431.23
Cash In-Lieu of Medical	Employees who waive medical may be eligible to receive a bi-weekly cash benefit of \$359.67.			
Vision Insurance	100% City-paid for employee only coverage. Employees pay bi-weekly for employee plus dependent coverage: \$3.52 for EE + spouse \$4.00 for EE + child(ren) \$8.32 for EE + family (spouse <u>and</u> child(ren))			
Dental Insurance	100% City-paid for employee and any dependents.			
Flexible Spending	Pre-tax medical and dependent care FSA plans offered.			
Life Insurance	City-paid group policy with \$25,000 basic life and AD&D.			
Medicare	1.45%			
Disability Insurance	City participates in California SDI; current rate is 1.3%.			
Voluntary Insurance	Supplemental life, critical illness and accident insurance plans offered for employee purchase.			

## Paid Time Off

	Years of Service	Annual Hours Accrual	Hours Cap	Cash Out Program
Vacation Leave	0 – 3 years	88 hours	240 hours	Cash out option once per calendar year of up to 40 hours of accrued vacation with a minimum balance of 80 hours and a combined total of 40 hours used within said calendar year.
	3 – 5 years	112 hours		
	5 – 8 years	128 hours		
	8 – 11 years	136 hours		
	11 – 13 years	144 hours		
	13 – 15 years	152 hours		
	15 – 17.5 years	160 hours		
	17.5+ years	208 hours		
Sick Leave	96 hours accrued annually		1,440 Hours	No cash out option
Holidays	10 City-paid and 16 hours of floating per calendar year. Unused floating hours can be cashed out at year end.			
Bereavement Leave	Up to 24 hours for designated relatives.			

Please Note: The information contained in this document is a summary of benefits to regular employees. City contributions are prorated for employees who work less than full-time. For specific information, refer to the MOU. The information contained herein does not constitute either an expressed or implied contract.