

Principal Engineer Benefits:

- **Retirement:** Enrollment in the Marin County Retirement System (MCERA), a defined benefit retirement program (PEPRA member – 2% at 62)
- **Health Insurance:** Eligibility for enrollment in the City's group health, with the City paying a fixed dollar amount toward the cost of the monthly insurance premium (with option to opt-out and receive \$714.43 cash-in-lieu). The 2023 monthly flex dollar allowance is:
 - Employee only: \$714.43
 - Employee plus one: \$1,428.85
 - Family: \$1,857.51
- **Dental Insurance:** Premium fully paid for employee plus eligible dependents
- **Vision:** Premium fully paid for employee plus eligible dependents
- **Life Insurance:** \$150,000 policy
- **Long-Term Disability Benefit**
- **Sick Leave:** 12 days (hours accrued each pay period)
- **Vacation:** 15 days
- **Paid Holidays:** 12 days, plus 1 paid Floating Holiday
- **Administrative Leave:** 10 days, applied every January – pro-rated based on date of hire
- **Gym Membership Reimbursement:** \$16.50 per month

Engineering Series Benefits:

- **Retirement:** Participation in MCERA (Marin County Employee Retirement Association) plan, which offers reciprocity between agencies in CalPERS.
- **Health Insurance:** Full flex cafeteria plan which can be applied to a health plan or converted to cash-in-lieu (Employee Only - \$882.77; Employee + 1 - \$1,773.73; Employee + Family - \$1,925.07; Waive Coverage (cash-in-lieu) - \$300)
- **Dental Insurance:** Employee and family covered up to \$1,500 per year/enrollee.
- **Vision Insurance:** City pays for employee coverage (employee pays for family coverage).
- **Life Insurance:** \$5,000 policy
- **Long-Term Disability Benefit**
- **Sick Leave:** 12 days
- **Vacation:** 10 days
- **Paid Holidays:** 12 City Holidays + 1 Floating Holiday