

City of San Jose Retirement Agency - Benefit Detail
August 2022

Agency		City of San Jose Retirement Agency	Alameda County Employees' Retirement Association	CALPERS	Contra Costa County Employees' Retirement Association	Los Angeles City Employees' Retirement System	Orange County Employees Retirement System	San Bernardino County Employees' Retirement Association	San Francisco Employees' Retirement System	San Mateo County Employees' Retirement Association
Benchmark/ Comparator Agency Match		Chief Investment Officer	Chief Investment Officer, ACERA	Chief Investment Officer, PERS	Chief Investment Officer	Chief Investment Officer	Chief Investment Officer	Chief Investment Officer	Chief Operating Officer, Retirement	Chief Investment Officer, SAMCERA
	Adjusted Top Step	\$ 29,475	\$ 27,425	\$ 66,977	\$ 27,422	\$ 26,118	\$ 42,670	\$ 32,611	\$ 35,438	\$ 26,055
Retirement	Classic	2.5%@55	2.43%@65	2%@60	2%@55	2.16%@55	2.7%@55	2%@55	2.3%@65	1.725%@58
	Enhanced Formula Cost	\$ 842		\$ 871	\$ 823	\$ 784	\$ 3,030	\$ 978		\$ 339
	EE Cost Sharing								\$ -1,063	
	ER Paid Member Contrib		\$ 823					\$ 2,283		
	Calc Classic EPMC as Spec Comp									
	Single Highest Year	\$ 140			\$ 137	\$ 131		\$ 163		
	Social Security		\$ 760	\$ 760	\$ 760				\$ 760	\$ 760
	Deferred Compensation				\$ 235		\$ 2,987	\$ 2,935		
	Other Ret.									
Insurance	Cafeteria		\$ 292	\$ 1,845					\$ 2,183	
	Health	\$ 1,892	\$ 2,855		\$ 2,420	\$ 1,841	\$ 1,664	\$ 1,236		\$ 3,594
	Dental	\$ 124	\$ 124		\$ 176	\$ 48	\$ 16	\$ 21	\$ 133	\$ 128
	Vision	\$ 16			\$ 9			\$ 13		\$ 39
	Other Ins.									
Leaves	Vacation	\$ 2,267	\$ 1,582	\$ 4,250	\$ 1,582	\$ 1,507	\$ 5,252	\$ 1,881	\$ 2,045	\$ 1,628
	Holidays	\$ 1,701	\$ 1,582	\$ 3,091	\$ 1,371	\$ 1,406	\$ 1,969	\$ 1,756	\$ 2,317	\$ 1,603
	Admin Leave	\$ 567	\$ 738		\$ 1,239	\$ 502		\$ 1,254	\$ 682	\$ 1,628
Allow	Auto							\$ 1,217		
Benefit Package Total		\$ 7,549	\$ 8,755	\$ 10,817	\$ 8,752	\$ 6,219	\$ 14,917	\$ 13,737	\$ 7,056	\$ 9,719

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Benchmark/ Comparator Agency Match		Retirement Investment Analyst II	N/C	Investment Officer II, PERS	Investment Analyst	N/C	Investment Analyst	Investment Analyst	Investment Analyst	Retirement Financial Analyst II
	Adjusted Top Step	\$ 10,411		\$ 10,147	\$ 13,648		\$ 10,859	\$ 11,552	\$ 12,170	\$ 11,773
Retirement	Classic	2.5%@55		2%@60	2%@55		2.7%@55	2%@55	2.3%@65	1.725%@58
	Enhanced Formula Cost	\$ 297		\$ 132	\$ 409		\$ 771	\$ 347		\$ 153
	EE Cost Sharing								\$ -365	
	ER Paid Member Contrib							\$ 809		
	Calc Classic EPMC as Spec Comp									
	Single Highest Year	\$ 50			\$ 68			\$ 58		
	Social Security			\$ 629	\$ 760				\$ 755	\$ 730
	Deferred Compensation				\$ 235			\$ 116		
	Other Ret.									
Insurance	Cafeteria			\$ 1,686						
	Health	\$ 1,892			\$ 2,420		\$ 1,664	\$ 1,205	\$ 2,183	\$ 3,594
	Dental	\$ 124			\$ 176		\$ 16	\$ 21	\$ 133	\$ 103
	Vision	\$ 16			\$ 9			\$ 5		\$ 17
	Other Ins.									
Leaves	Vacation	\$ 801		\$ 585	\$ 787		\$ 1,337	\$ 666	\$ 702	\$ 736
	Holidays	\$ 601		\$ 468	\$ 682		\$ 501	\$ 622	\$ 749	\$ 724
	Admin Leave	\$ 200			\$ 617					
Allow	Auto									
Benefit Package Total		\$ 3,981	\$ 0	\$ 3,501	\$ 6,164	\$ 0	\$ 4,288	\$ 3,848	\$ 4,157	\$ 6,057

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Benchmark/ Comparator Agency Match		Retirement Investment Officer	Investment Officer, ACERA	Investment Officer III, PERS	Investment Officer	Investment Officer II	Investment Officer	Investment Officer	N/C	[Retirement Financial Analyst II/Retirement Finance Officer]
	Adjusted Top Step	\$ 16,059	\$ 12,312	\$ 12,920	\$ 19,204	\$ 19,339	\$ 17,915	\$ 19,902		\$ 13,034
Retirement	Classic	2.5%@55	2.43%@65	2%@60	2%@55	2.16%@55	2.7%@55	2%@55		1.725%@58
	Enhanced Formula Cost	\$ 459		\$ 168	\$ 576	\$ 580	\$ 1,272	\$ 597		\$ 169
	EE Cost Sharing									
	ER Paid Member Contrib		\$ 369					\$ 1,393		
	Calc Classic EPMC as Spec Comp									
	Single Highest Year	\$ 76			\$ 96	\$ 97		\$ 100		
	Social Security		\$ 760	\$ 760	\$ 760					\$ 760
	Deferred Compensation				\$ 235			\$ 1,791		
	Other Ret.									
Insurance	Cafeteria		\$ 292	\$ 1,686						
	Health	\$ 1,892	\$ 2,855		\$ 2,420	\$ 1,841	\$ 1,664	\$ 1,236		\$ 3,594
	Dental	\$ 124	\$ 124		\$ 176	\$ 48	\$ 16	\$ 21		\$ 128
	Vision	\$ 16			\$ 9			\$ 13		\$ 39
	Other Ins.									
Leaves	Vacation	\$ 1,235	\$ 710	\$ 745	\$ 1,108	\$ 1,264	\$ 2,205	\$ 1,148		\$ 815
	Holidays	\$ 926	\$ 710	\$ 596	\$ 960	\$ 1,041	\$ 827	\$ 1,072		\$ 802
	Admin Leave	\$ 309	\$ 331		\$ 868	\$ 372		\$ 765		\$ 815
Allow	Auto									
Benefit Package Total		\$ 5,038	\$ 6,151	\$ 3,955	\$ 7,208	\$ 5,244	\$ 5,983	\$ 8,136	\$ 0	\$ 7,121

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Benchmark/ Comparator Agency Match		Retirement Investment Operations Supervisor	Investment Operations Officer, ACERA	N/C	[Accounting Manager/ Internal Auditor]	N/C	Director of Investment Operations	N/C	N/C	Retirement Finance Officer
	Adjusted Top Step	\$ 13,883	\$ 15,879		\$ 13,744		\$ 23,925			\$ 14,340
Retirement	Classic	2.5%@55	2.43%@65		2%@55		2.7%@55			1.725%@58
	Enhanced Formula Cost	\$ 397			\$ 412		\$ 1,699			\$ 186
	EE Cost Sharing									
	ER Paid Member Contrib		\$ 476							
	Calc Classic EPMC as Spec Comp									
	Single Highest Year	\$ 66			\$ 69					
	Social Security		\$ 760		\$ 760					\$ 760
	Deferred Compensation				\$ 235					
	Other Ret.									
Insurance	Cafeteria		\$ 292							
	Health	\$ 1,892	\$ 2,855		\$ 2,420		\$ 1,664			\$ 3,594
	Dental	\$ 124	\$ 124		\$ 176		\$ 16			\$ 128
	Vision	\$ 16			\$ 9					\$ 39
	Other Ins.									
Leaves	Vacation	\$ 1,068	\$ 916		\$ 793		\$ 2,945			\$ 896
	Holidays	\$ 801	\$ 916		\$ 687		\$ 1,104			\$ 882
	Admin Leave	\$ 267	\$ 428		\$ 621					\$ 896
Allow	Auto									
Benefit Package Total		\$ 4,632	\$ 6,766	\$ 0	\$ 6,182	\$ 0	\$ 7,427	\$ 0	\$ 0	\$ 7,381

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Benchmark/ Comparator Agency Match		Senior Accountant	Retirement Accountant III	Financial Accountant I	Accounting Supervisor	Senior Accountant I	Senior Accountant/Auditor	Senior Accountant	Accountant IV	Retirement Senior Accountant
	Adjusted Top Step	\$ 10,438	\$ 9,506	\$ 9,486	\$ 9,936	\$ 9,323	\$ 9,364	\$ 11,552	\$ 12,656	\$ 9,994
Retirement	Classic	2.5%@55	2.43%@65	2%@60	2%@55	2.16%@55	2.7%@55	2%@55	2.3%@65	1.725%@58
	Enhanced Formula Cost	\$ 298		\$ 123	\$ 298	\$ 280	\$ 665	\$ 347		\$ 130
	EE Cost Sharing						\$ -503		\$ -380	
	ER Paid Member Contrib		\$ 285					\$ 809		
	Calc Classic EPMC as Spec Comp									
	Single Highest Year	\$ 50			\$ 50	\$ 47		\$ 58		
	Social Security		\$ 589	\$ 588	\$ 616				\$ 760	\$ 620
	Deferred Compensation				\$ 235			\$ 116		
	Other Ret.									
Insurance	Cafeteria		\$ 292	\$ 1,845						
	Health	\$ 1,892	\$ 2,855		\$ 2,420	\$ 1,841	\$ 1,664	\$ 1,205	\$ 2,183	\$ 3,594
	Dental	\$ 124	\$ 124		\$ 176	\$ 48	\$ 16	\$ 21	\$ 133	\$ 103
	Vision	\$ 16			\$ 9			\$ 5		\$ 17
	Other Ins.									
Leaves	Vacation	\$ 803	\$ 548	\$ 602	\$ 573	\$ 610	\$ 540	\$ 666	\$ 731	\$ 625
	Holidays	\$ 602	\$ 548	\$ 438	\$ 497	\$ 502	\$ 432	\$ 622	\$ 827	\$ 615
	Admin Leave	\$ 201	\$ 256		\$ 449	\$ 179				
Allow	Auto									
Benefit Package Total		\$ 3,987	\$ 5,498	\$ 3,596	\$ 5,323	\$ 3,507	\$ 2,814	\$ 3,848	\$ 4,254	\$ 5,703

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Benchmark/ Comparator Agency Match		Staff Specialist	Administrative Specialist II	Administrative Assistant II	Administrative Assistant	Management Aide	N/C	N/C	Junior Management Assistant	Retirement Support Specialist
	Adjusted Top Step	\$ 7,296	\$ 8,060	\$ 7,656	\$ 6,483	\$ 7,287			\$ 7,796	\$ 6,437
Retirement	Classic	2.5%@55	2.43%@65	2%@60	2%@55	2.16%@55			2.3%@65	1.725%@58
	Enhanced Formula Cost	\$ 208		\$ 100	\$ 194	\$ 219				\$ 84
	EE Cost Sharing								\$ -195	
	ER Paid Member Contrib		\$ 242							
	Calc Classic EPMC as Spec Comp									
	Single Highest Year	\$ 35			\$ 32	\$ 36				
	Social Security		\$ 500	\$ 475	\$ 402				\$ 483	\$ 399
	Deferred Compensation				\$ 150					
	Other Ret.									
Insurance	Cafeteria		\$ 292	\$ 1,686						
	Health	\$ 1,892	\$ 2,855		\$ 2,420	\$ 1,841			\$ 2,183	\$ 3,594
	Dental	\$ 124	\$ 124		\$ 176	\$ 48			\$ 133	\$ 103
	Vision	\$ 16			\$ 9					\$ 17
	Other Ins.									
Leaves	Vacation	\$ 421	\$ 465	\$ 442	\$ 374	\$ 476			\$ 450	\$ 402
	Holidays	\$ 421	\$ 465	\$ 353	\$ 349	\$ 392			\$ 480	\$ 396
	Admin Leave	\$ 84	\$ 217			\$ 140				
Allow	Auto									
Benefit Package Total		\$ 3,202	\$ 5,159	\$ 3,055	\$ 4,107	\$ 3,154	\$ 0	\$ 0	\$ 3,534	\$ 4,995