

City of San Diego

Retirement Savings Benefits

Mandatory Plans

Retirement Savings Plan

Supplemental Pension Savings Plans-H (SPSP-H)

	Employee Contribution	Employer Contribution
General Employees	9.2%	9.2%
Safety Employees	11%	11%
No Standard Hours	3.75%	3.75%
		6% for MEA and Local 911 Employees

Employee contributions are pre-tax.

Post Employment Health Reimbursement Arrangement

Retiree Medical Trust

Eligible employees contribute 0.25%. Employee contributions are pre tax. The City matches employee contributions.

Voluntary Plans

- 401(k)
- 457(b) Deferred Compensation

Employee contributions are pre-tax. Employees are able to contribute up to the annual IRS limits. The City does not match employee contributions for the plans listed above.

The City of San Diego does not participate in federal Social Security.

