



EMPLOYEE BENEFITS - UNREPRESENTED

AT A GLANCE

CalPERS Retirement

Classic - 2% @55

- Employee contribution 7%

PEPRA- 2% @62

- Employee contribution 50% at hire

Optional Benefit Plan

\$1,545 per month

Can be used for medical, dental, vision insurance, or other benefits approved by the City Manager.

Employees hired after 11/12/24, who opt-out of medical, can cash out up to **\$600** in taxable cash.

Health - Employee choice of City-sponsored Health HMO or PPO Plans

HMO Plans

Anthem Select	Kaiser Permanente
Anthem Tradition	Sharp Performance Plus
Blue Shield Access +	• Orange County only
Blue Shield Trio	United Healthcare Alliance
Health Net Salud Y Mas	United Healthcare Harmony

PPO Plans

PERS Gold	PERS Platinum
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Dental- Employee choice of City-sponsored Dental HMO or PPO Plans

HMO Plan	PPO Plan
Delta Care	Delta Dental

Vision Services Plan (VSP) to provide primary vision to all eligible employees

AFLAC - Policies available for voluntary participation at the employee's cost

- Flexible Savings Account
- Additional plans for Cancer, Heart + Stroke, & Accident.

Computer Loan

Eligible employees may borrow up to \$3,000 at 0% interest, paid back with payroll deductions over 2 years.

Vacation Accrual

Years of Service*	Yearly Accrual	Maximum Accrual
0-4 Years	112 Hours	280 Hours
5 -9 Years	128 Hours	320 Hours
10-14 Years	144 Hours	360 Hours
15 + Years	160 Hours	400 Hours

*"Years of Service" is based off of total years of government experience

Holidays - 12 Paid Holidays

Martin Luther King	Thanksgiving Day
Presidents Day	Day After Thanksgiving
Memorial Day	Christmas Eve
Independence Day	Christmas Day
Labor Day	New Year's Eve
Veterans Day	New Year's Day

Sick Leave Accrual

96 Hours yearly

Administrative Leave

Exempt employees only, 20-80 hours depending on position.

Longevity

Years of Service	Longevity Pay
5 - 9 Years	2.5%
10 -14 Years	5%
15 -19 Years	7.5%
20 + Years	10%

457(b)/401(a) Deferred Compensation

The City matches employee contribution up to \$250.00 per month into a 401(a) plan.

Retirement Health Savings Account

1% of Employee earnings is invested in a RHSA.

Tuition Reimbursement

Reimbursement of tuition and associated costs of up to \$2,000 per calendar year.

Employee Assistance Program (EAP)

Employer paid EAP to help you and your household members and dependents. 24/7 referrals to professionals that can help with life's many challenges.

Life, AD&D, & Disability Insurance

City paid coverage of \$100,000.

The City shall provide long- term disability insurance for employees. Benefits are equal to or exceed those provided under State Disability Insurance.



EMPLOYEE BENEFITS - TEAMSTERS 848

AT A GLANCE

CalPERS Retirement

Classic - 2% @55

- Employee contribution 7%

PEPRA- 2% @62

- Employee contribution 50% at hire

Optional Benefit Plan

\$1,545 per month for Full-Time

\$773 per month for Regular Part-Time

Can be used for medical, dental, vision insurance, or other benefits approved by the City Manager.

If waiving Medical Insurance, Full Time Employees hired after 11/12/24 can cash out up to **\$600** per month, while Part-Time Employees can cash out up to **\$300** per month. Cashed out funds are taxable

Health - Employee choice of City-sponsored Health HMO or PPO Plans

HMO Plans

Anthem Select	Kaiser Permanente
Anthem Tradition	Sharp Performance Plus
Blue Shield Access +	• Orange County only
Blue Shield Trio	United Healthcare Alliance
Health Net Salud Y Mas	United Healthcare Harmony

PPO Plans

PERS Gold PERS Platinum

Dental- Employee choice of City-sponsored Dental HMO or PPO Plans

<u>HMO Plan</u>	<u>PPO Plan</u>
Delta Care	Delta Dental

Vision Services Plan (VSP) to provide primary vision to all eligible employees

AFLAC - Policies available for voluntary participation at the employee's cost

- Flexible Savings Account
- Additional plans for Cancer, Heart + Stroke, & Accident.

Computer Loan

Eligible employees may borrow up to \$3,000 at 0% interest, paid back with payroll deductions over 2 years.

Vacation Accrual - Full Time

<u>Years of Service</u>	<u>Yearly Accrual</u>	<u>Maximum Accrual</u>
0-4 Years	112 Hours	280 Hours
5-9 Years	128 Hours	320 Hours
10-14 Years	144 Hours	360 Hours
15+ Years	160 Hours	400 Hours

Holidays - 13 Paid Holidays

Martin Luther King	Thanksgiving Day
Presidents Day	Day After Thanksgiving
Memorial Day	Christmas Eve
Juneteenth	Christmas Day
Independence Day	New Year's Eve
Labor Day	New Year's Day
Veterans Day	

Sick Leave Accrual

96 Hours yearly

Administrative Leave

Exempt employees only, 20-80 hours depending on position.

Longevity

<u>Years of Service</u>	<u>Longevity Pay</u>
5 - 9 Years	2.5%
10 -14 Years	5%
15 -19 Years	7.5%
20 + Years	10%

457(b)/401(a) Deferred Compensation

The City matches employee contribution up to \$250.00 per month into a 401(a) plan.

Tuition Reimbursement

Reimbursement of tuition and associated costs of up to \$2,000 per calendar year.

Employee Assistance Program (EAP)

Employer paid EAP to help you and your household members and dependents. 24/7 referrals to professionals that can help with life's many challenges.

Life, AD&D, & Disability Insurance

City will provide life insurance in the amount of \$100,000.

City will provide, to those taking part of the State Disability Insurance Program, Long Term Disability Insurance equal to the State Disability Insurance.