



EMPLOYEE BENEFITS

AT A GLANCE

CalPERS Retirement

Classic - 2% @55

- Employee contribution 7%

PEPRA- 2% @62

- Employee contribution 7.75%

Optional Benefit Plan

\$1,545 per month, to use for health, dental, vision insurance, or other such benefits as may be approved by the City Manager. Any unused amount may be received as taxable income.

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
Health Net Smartcare	

PPO Plans

PERS Gold PERS Platinum

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

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

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 accrual

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, allowing employees to save an additional \$3,000 a year.

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 \$50,000. Additional coverage is available for purchase. Disability insurance is paid at 66.67% of the employee's earnings.