



## CITY OF ROSEMEAD

### FY 2017- 2018 BENEFITS SUMMARY MIDDLE MANAGEMENT, PROFESSIONAL, AND CONFIDENTIAL SERVICES

#### **RETIREMENT MEMBERSHIP**

- Membership in the California Public Employees' Retirement System (CalPERS).
- Participates in Social Security system.

#### **Classic CalPERS Members:**

- 2% @ 55 formula effective July 1, 2010.
- 2.5% @ 55 formula for employees hired before July 1, 2010.
- Single highest year calculation.
- 8% Employee share towards CalPERS effective January 1, 2018.
- 7% Employee share towards CalPERS effective January 1, 2018 for 2% @ 55 formula.

#### **Non-Classic (PEPRA) CalPERS Members:**

- 2% @ 62 formula.
- Highest average annual pensionable compensation during a period of at least 36 months.
- Must pay 50% of total normal cost as employee contribution rate, currently 6.25%.

#### **SOCIAL SECURITY**

Employee contributes 6.2 %.

#### **HEALTH, DENTAL & VISION PLANS**

- Benefit allowance of \$1,700 per month to be used toward Employee and dependents.
- CalPERS Medical Plans.
- Ameritas Dental Plan.
- VSP Vision Plan.
- Any unused balance can be put into a deferred compensation plan or taken as a taxable cash disbursement.

#### **ADMINISTRATIVE LEAVE**

- Allocated an allotment of 60 hours per year.
- Any unused hours will be forfeited by December 31 of the calendar year.
- Limited to no more than one (1) day/shift intervals/increments.
- Cannot supplant/combine with vacation leave. Only exception will be from Christmas to New Year's Day when non-essential City services and facilities will be closed.

#### **RETIREMENT HEALTH PLAN – July 1, 2007 or Prior**

The allocation amount will be used to pay for health care benefits for the duration of the employee's retirement. If the health care benefit(s) cost is over the allocation amount, the City will only cover the allocation amount given:

- Employees who retire with 20 years or more of service, will receive an allocation of up to \$1,000/month. Once the employee reaches the age of 65 or becomes eligible for Medicare coverage, the Employee will transition to Medicare coverage, with the City paying the remaining cost of the health insurance coverage up to the a maximum of \$1,000/month.
- Employees who retire with 12-19 years of service, will receive an allocation of up to \$500/month to pay for health care benefits for the duration of their retirement.

#### **WORK-LIFE BALANCE**

- 4/10 work schedule.
- Flexible scheduling upon Department Director and City Manager approval which may include utilizing flextime.

**ENHANCED RETIREMENT PROGRAM (PARS)**

Employees hired prior to July 1, 2010 who retire with 20 or more years of service will have their pension formula enhanced to 3% @ 55, with the provision that the maximum pension allowance that the Employee can accrue through PARS is 90% of their final pay. Employee must be at least 55 years of age to qualify for PARS. Employees hired on or after July 1 2010 are ineligible for the Enhanced Retirement Program through PARS.

**EMPLOYER FUNDED DEFERRED COMPENSATION PROGRAM**

The City setup and began contributing into a deferred compensation account a percentage of the Employee’s salary based on years of service. This program is available to employees hired prior to July 1, 2010. Employees hired on or after July 1, 2010 are ineligible for the employer funded deferred compensation program.

<b>Years of Service</b>	<b>% of Salary Contributed into Deferred Compensation</b>
0-4	1%
5-9	2%
10-14	3%
15-19	4%
20+	5%

**DEFERRED COMPENSATION**

Income may be deferred through the ICMA-RC, 457 Deferred Compensation Plan which allows employees to make contributions through a supplemental retirement savings program.

**HOLIDAYS – (9 Days)**

New Year’s Day	Labor Day
Martin Luther King Jr.	Veteran’s Day
Presidents Day	Thanksgiving
Day Memorial Day	Christmas Day
Independence Day	

**FLOATING HOLIDAYS**

- 2 days (20 hours) of floating holidays per calendar year.
- Any unused hours will be forfeited by the end of the calendar year.

**SICK LEAVE**

- Accruable – 10 hours per month.
- Employees may begin taking accrued sick leave after 30 days of employment.
- 120 hours paid sick leave per year.
- New Employees may transfer up to 200 hours of uncompensated sick leave from previous employer.
- Sick leave balance will be forfeited and will not be paid out at the termination (voluntary/involuntarily) of employment.

**VACATION**

- Vacation accruals will be determined by the percentage formula of actual hours worked out of 80 hours per pay period.
- Employees may begin taking accrued vacation after 6 months.

<b>Years of Service</b>	<b>Hours/Pay Period</b>	<b>Hours/Per Year</b>
Up to year 1	3.85	100
1 – 13	5.38	140
13+	6.15	160

- Once per calendar year, City may buyback up to 40 hours (1 week) of accumulated unused vacation time.

**BEREAVEMENT LEAVE**

Employees are entitled to 4 paid days (40 hours) off per incident in the event of the death of an immediate family member.

**JURY LEAVE**

Jury service fees must be provided to the Finance Department to be compensated up to 80-hours.

**BILINGUAL PAY**

Eligible and qualifying Employees shall receive a bilingual stipend of \$75 per month for one of the following recognized languages: Cantonese, Mandarin, Spanish, or Vietnamese.

**LIFE & ACCIDENTAL DEATH & DISMEMBERMENT**

**INS.**  
\$100,000

### **SHORT TERM DISABILITY (STD)**

- 66.67% of base salary with 15-day wait period.
- Maximum disability benefit amount up to \$1848 per week until medically able to return to work, or begin utilizing LTD, or until the age of 65.

### **LONG TERM DISABILITY (LTD)**

- 66.67% of base salary with 90-day wait period.
- Maximum disability benefit amount up to \$8,000 per month until medically able to return to work or until the age of 65.

### **FLEXIBLE BENEFIT PLAN (FSA – SECTION 125)**

Allows Employees to pay for child care, adoption, and unreimbursed medical and insurance premium expenses with pre-tax dollars.

### **FLEXIBLE SCHEDULING**

Depending on assignment, an alternate work schedule may be arranged with Department Director approval. Any prolonged telecommuting arrangement must be approved by the City Manager.

### **AMOEBIA FLEX WEEKS**

Based on economic or business necessity, employees are required to work special events with the ability to “flex” their hours to meet the human resources demands of the City’s special events which include:

- 4<sup>th</sup> of July Parade/Carnival/Fireworks Show.
- Fall Fiesta.

If an unscheduled event arises, the City Manager has the authority to implement an Amoeba Flex Week. The “flexing” of hours must fall within the same work period of the special event.

### **MERIT BASED COMPENSATION SYSTEM**

Employees will receive salary increases of 0% – 5% within their salary ranges based on merit through his/her annual performance evaluation rating:

<b>Rating</b>	<b>Percentage</b>
Unsatisfactory	0%
Needs Development	0%
Meets Expectations	2% - 3%
Exceed Expectations	4%
Substantially Exceeds Expectations	5%

### **AUTO ALLOWANCE**

Employee may receive up to \$300 per month based on business necessity as determined by the City Manager based on the driving demands of the position.

### **EMPLOYEE ASSISTANCE PROGRAM (EAP)**

Magellan Health – health & wellness assistance.

### **COMPUTER PURCHASE PROGRAM**

The City will finance \$500 – \$2,000 at 0% interest per eligible Employee after the completion of six month probationary period. Two (2) year maximum repayment.

### **WELLNESS PROGRAM**

The City provides the Wellness Reimbursement Program at \$300 per year.

### **CREDIT UNION/DIRECT DEPOSIT**

F&A Federal Credit Union with optional participation in direct deposit.

### **TUITION REIMBURSEMENT**

Employee may attend and be reimbursed for part or all of the costs of educational and other training courses (up to \$5,000 per fiscal year) which provide a benefit to the City provided there are budgeted funds for such approval by the City Council. The employee must remain with the City for three (3) years after successful completion of the class/course or must refund the amount received to the City on a pro-rated basis.