



## CITY OF ROSEMEAD

### BENEFITS SUMMARY GENERAL SERVICE

#### **RETIREMENT MEMBERSHIP**

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

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

- Tier 1: 2.7% @ 55 formula for employees hired before July 1, 2010.
- 8% Employee share towards CalPERS effective January 1, 2018 for 2.7% @ 55 formula.
- Tier 2: 2% @ 55 formula for employees hired on or after July 1, 2010.
- 7% Employee share towards CalPERS effective January 1, 2018 for 2% @ 55 formula.
- Single highest year calculation.

#### **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 6.75%.

#### **SOCIAL SECURITY**

Employee contributes 6.2%. Employer contributes 6.2%

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

- Benefit allowance of \$1,700 per month to be used toward employee and dependents. Any unused balance can be put into a deferred compensation plan or taken as a taxable cash-back allowance.
- Effective November 1, 2021, allowance will be increased by \$100 per month for "out of pocket" health costs with no additional cash-back allowance.

- Effective December 1, 2021, new hires will not receive any unused portion of the allowance and the opt-out allowance is reduced to \$500 per month.
- CalPERS Medical
- Ameritas Dental
- VSP Vision

#### **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 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 percentage of the employee’s salary based on years of service into a deferred compensation account. 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.

<u>Years of Service</u>	<u>% of Salary Contributed into Deferred Compensation</u>
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.

**PAID HOLIDAYS**

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

**SICK LEAVE**

- Accruals – 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.

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

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

**BEREAVEMENT LEAVE**

Employees entitled to four (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 and with approval of the City Manager employees may be compensated based on trial length.

**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, Vietnamese, or American Sign Language, and any other language determined by the City Manager as qualifying languages.

## **LIFE & ACCIDENTAL DEATH & DISMEMBERMENT**

### **INSURANCE**

\$100,000

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

- 66.67% of base salary with 15-day wait period.
- Maximum disability benefit amounts up to \$1848 per week until medically able to return to work, 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 amounts 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 childcare, adoption, and unreimbursed medical and insurance premium expenses with pre-tax dollars.

### **FLEXIBLE SCHEDULING**

Depending on the area of assignment, an alternate work schedule and/or any prolonged telecommuting arrangement must be approved by the City Manager.

Any alternate workweek must be approved, in writing, by the City Manager.

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

Magellan Health – health & wellness assistance.

### **COMPUTER PURCHASE PROGRAM**

The City will finance \$300 – \$2,000 at 0% interest per eligible Employee after the completion of a six-month probationary period. Two (2) year maximum repayment.

### **WELLNESS PROGRAM**

The City provides up to \$300 in reimbursement for qualifying expenses through the City's Wellness Program.

## **TUITION REIMBURSEMENT**

Employee may attend and be reimbursed for part or all the costs of educational and other training courses (up to \$5,000 per fiscal year) which provides 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 successfully completing the class/course or must refund the amount received to the City on a pro-rated basis.

## **CREDIT UNION/BANK & DIRECT DEPOSIT**

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

## **FLEXIBLE SCHEDULING ON SPECIAL EVENTS**

Based on economic or business necessity, all full-time team members 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.

The City Manager may authorize the “flexing” of all hours within the same workday or workweek of the special event.

## **MERIT BASED COMPENSATION SYSTEM**

Employees will receive pay increases within the ten (10) step salary range of their respective position's classification, based on merit and performance, as determined by the Department Director, with the concurrence of the City Manager, and contingent upon receiving and overall performance rating of “meets expectations” or higher on their performance evaluation.

<b>Rating Definition</b>	<b>Overall Performance Rating</b>
Unsatisfactory	0.0 – 2.4
Needs Development	2.5 – 2.9
Meets Expectations	3.0 – 3.9
Exceeds Expectations	4.0 – 4.5
Substantially Exceeds Expectations	4.6 – 5.0