

City of Garden Grove
Fire Management Employee Benefits
January 2019

Holidays

Fourteen (14) paid holidays annually

- January 1st (New Year's Day)
- Third Monday of January (Martin Luther King Jr. Day)
- Third Monday of February (President's Day)
- Last Monday of May (Memorial Day)
- July 4th (Independence Day)
- First Monday in September (Labor Day)
- November 11th (Veteran's Day)
- Fourth Thursday in November (Thanksgiving Day)
- Day after Thanksgiving (8 hour day)
- December 24th (Christmas Eve)
- December 25th (Christmas Day)
- December 26th (Day After Christmas)
- December 30th (Day Before New Year's Eve)
- December 31st (New Year's Eve)

Annual Leave

56 hour work week:

- 17.00 hours per month – first pay period after hire through one (1) year
- 22.00 hours per month – after (1) year through nine (9) years
- 25.00 hours per month – nine (9) years through fourteen (14) years
- 28.00 hours per month – after fourteen (14) years through nineteen (19) years
- 31.25 hours per month – after nineteen (19) years through twenty-four (24) years
- 34.50 hours per month – after twenty-four (24) years and thereafter

Annual Leave accruals are based on consecutive years of service.

40 hour work week:

- 12.14 hours per month – first pay period after hire through one (1) year
- 15.71 hours per month – after (1) year through nine (9) years
- 17.86 hours per month – nine (9) years through fourteen (14) years
- 20.00 hours per month – after fourteen (14) years through nineteen (19) years
- 22.32 hours per month – after nineteen (19) years through twenty-four (24) years
- 24.64 hours per month – after twenty-four (24) years and thereafter

Annual Leave accruals are based on consecutive years of service.

Fire Management Benefits

January 2019

Page 2

Administrative Leave

Fire Division Chiefs, who are FLSA exempt, shall receive 40 hours of Administrative Leave each January. Upon recommendation of the Fire Chief, the City Manager may approve up to forty (40) hours of Administrative Leave for Battalion Chiefs involved in extraordinary projects or assignments.

Cafeteria Plan Contribution

The City provides each eligible employee a fringe benefit allocation to purchase benefits for themselves and their dependents. After employee selects health coverage, employee can use any remaining dollars for dental or vision. If waiving dental and/or vision, excess funds are cashed out to employees bi-weekly. The below chart indicates the allocation amounts based on employee's selection of health insurance coverage (employee only, employee and one dependent, employee and full family, or if employee chooses to waive coverage).

Monthly City Contribution

Employee Only	\$655.00
Employee & One Dependent	\$1120.00
Employee & Full Family	\$1400.00
Waiver of Coverage	\$205.00

Benefits

Insurance Premiums - All employee deductions for medical, dental, and IRS allowed benefits not deducted from your fringe benefit allocation are done on a pre-tax basis.

Medical Insurance - You have option of the following plans:

- Blue Shield Access+ HMO
- Kaiser Permanente
- Anthem HMO Traditional
- Anthem HMO Select
- Sharp (Southern Counties Only)
- Health Net Salud y Más
- Health Net SmartCare
- PERS Care/Blue Cross
- PERS Choice/Blue Cross
- PERS Select/Blue Cross
- PORAC

Dental Insurance - You have option of the following plans:

- Delta Preferred - PPO
- Delta Care – HMO

Vision Service Plan - Employee may elect to participate at his/her expense in an eye care plan. Plan provides for vision services at reduced rates.

Life Insurance - City carries a plan for all employees that covers employee for one (1) times annual base salary rounded up to the nearest \$1,000. Additional life insurance of up to five times annual salary (\$500,000 maximum) is available for a fee to the employee. Coverage on employee's dependent(s) is also available.

Long Term Disability Insurance (City paid basic plan) - After being off work 20 consecutive days, employee receives 80 percent of monthly base salary (see plan document for exact benefit levels, qualifications, and eligibility). Plan includes a \$15,000 death benefit.

Flexible Reimbursement Plans (Health Care or Dependent Care) - Employee may deduct monies on a pre-tax basis into a medical reimbursement account (\$2,700 annual maximum) and/or a childcare account (\$5,000 annual maximum) in accordance with IRS regulations.

Deferred Compensation Plan - Employee may contribute to a 457 (b) account up to the maximum as determined by the IRS annually. There is no City contribution. For 2018, the annual maximum is \$18,500.

Retirement

In accordance with the new Public Employee’s Pension Reform Act (PEPRA), the following pension formulas have been adopted:

Current Miscellaneous Formula (Tier I)	New Miscellaneous Formula (Tier II)
3.0% at age 50	2.7% at age 57
Effective through 12/31/12	Effective 01/01/13 and after
Final Compensation: 1-year average	Final Compensation: 3-year average
Employee Contribution Rate: 12%*	Employee Contribution Rate: Half of Normal Cost ¹
Sick Leave Service Credit	Sick Leave Service Credit
1959 Survivor Benefit (index level)	1959 Survivor Benefit (index level)
\$5,000 death benefit	\$5,000 death benefit

Employees hired after January 1, 2013 that have already been enrolled in CalPERS or a reciprocal retirement system and do not have a break in service of more than six months, may be hired into Tier I. Employees hired after January 1, 2013 that have never been enrolled in CalPERS or have a gap in service greater than six months will be hired into Tier II.

Tuition Reimbursement Program

Upon completion of one (1) year of City service, employee is eligible for reimbursement of tuition and text/materials for up to \$3,000 per fiscal year for approved completed coursework toward a college degree.

Bereavement Leave

Employee may receive up to four (4) working days off with pay upon death of an extended family member. One additional day may be granted if required to travel greater than 500 miles one way and approved by department director.

On-The-Job Injury Leave

City will pay up to one (1) year full salary if employee has a job-related injury that causes total

¹ CalPERS calculates employee contribution rates annually, so this percentage is subject to change

disability from performing regular duties.

Jury Duty

City will pay for up to 15 working days in a calendar year for jury duty service for members on a 40 hour schedule, and five (5) work shifts for members on a 24 hour shift schedule.

Note: This is a summary only of fringe benefits available to General Management employees. Complete descriptions and eligibility criteria may be obtained from Human Resources.