

City of Garden Grove

Police (Non-Management) Safety Employee Benefits

January 2019

Holidays

Eleven (10 hour) paid holidays annually (110 hours)

January 1st (New Year's Day)*
Third Monday of February (President's Day)
Last Monday of May (Memorial Day)
July 4th (Independence Day)*
First Monday in September (Labor Day)
Veteran's Day (November 11)
Fourth Thursday in November (Thanksgiving Day)
Friday after Thanksgiving Day
Christmas Eve (December 24)
Christmas Day (December 25)*
New Years Eve (December 31)

* Date of observance determined by the City each year

Vacation

80 hours upon completion of one (1) year
120 hours after one (1) year – 10 hours per month
144 hours after nine (9) years – 12 hours per month
168 hours after fourteen (14) years – 14 hours per month
207 hours after nineteen (19) years – 17.25 hours per month
246 hours after twenty-four (24) years – 20.5 hours per month

Vacation Buy-Back – Employees may elect to convert unused vacation benefit at their hourly rate of pay into cash, provided that they retain after such conversion at least (80) hours of unused vacation benefits. Vacation may be cashed out by using a special package on the timesheet anytime during the year.

Sick Leave

Sick leave accrues at the rate of ten (10) hours with pay for each full calendar month of service. Employee may use up to 60 of their annual accrued hours as "family sick leave" for dependent family members each calendar year.

Sick Leave Annual Sell Back - After accumulating 240 hours, employee can sell back 50% of annual unused sick leave at \$.75 on the dollar of the base hourly rate in effect at June 30 of that year.

Sick Leave Payoff - At the time of an employee's service or disability retirement, the City shall pay to him an amount equal to 100% of his total accumulated but unused sick leave hours, provided that the 100% pay out under this provision may be applied to no more than 750 hours

accumulated but unused sick leave. The remaining accumulated but unused sick leave hours will be used toward the extension of his service period under the PERS retirement system, subject to Government Code Section 20862.8.

At the request of the employee, 100% of accumulated but unused sick leave hours may be used toward the extension of his service period under PERS Section 20862.8 and no payout will occur.

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).

| | |
|--------------------------|------------|
| Employee Only | \$655.00 |
| Employee & One Dependent | \$1,120.00 |
| Employee & Full Family | \$1,400.00 |
| 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 plan) – The City will pay the cost of the existing long-term disability plan through the California Law Enforcement Association (CLEA) or an equivalent plan. The existing plan provides for a death benefit not to exceed \$10,000. Reference CLEA Group OTD Plan B for additional information.

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.

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.

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 another 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.

Education Incentive Program

Police employees may be eligible for one of the following:

- 2.5% above base salary for possession of an AA/AS;
- 5% above base salary for possession of a BA/BS *or* an Intermediate Post Certificate;
- 7.5% for possession of a BA/BS *and* an Intermediate Post Certificate;
- 7.5% for possession of 90 semester units with 20 being police related units *and* an Intermediate Post Certificate; *or*
- 10% for possession of an Advanced Post Certificate.

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

Tuition Reimbursement Program

Upon completion of initial probationary period (18 months), employee is eligible for reimbursement of tuition and text/materials for up to \$1,600 per fiscal year for approved completed coursework toward a college degree.

Bilingual Pay

The City shall pay an additional five percent (5%) per month of base salary to an employee who is capable of speaking and interpreting Vietnamese, Korean, Spanish, and/or any other language designated by the City Manager. Determination of capability shall be made by passing both the qualifying verbal and written tests established by the City. The City will pay \$60.00 per pay period to employees who only pass a verbal skills test for a designated language.

Bereavement Leave

Police employees may receive up to four (4) working days off with pay upon death of an extended family member.

On-The-Job Injury Leave

City will pay up to one (1) year full salary if employee has a job-related injury that causes him/her to be totally disabled from performing regular duties.

Overtime

Most overtime is paid at time and one-half under Federal guidelines. Some overtime is paid at straight time.

Post-Retirement Medical Premium Fund

The City contributes the equivalent of 2.0% of salary plus \$50.00 per month to a post-retirement medical trust fund established by the Association. Qualifications and payments are determined by the Association.

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