

**City of Garden Grove**  
**Part-Time Benefited Employees**  
**January 2020**

**Holidays**

Fourteen (14) paid holidays annually (up to 62.5 hours – ½ of each holiday)

- January 1<sup>st</sup> (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) – floating holiday bank
- First Monday in September (Labor Day)
- November 11<sup>th</sup> (Veteran's Day)
- Fourth Thursday in November (Thanksgiving Day)
- Day after Thanksgiving (8 hour day)
- December 25th (Christmas Day)
- Two (2) work days - the week between Christmas Eve and New Year's
- Two (2) Floating holidays

\* See Employee Association or Employee League MOU for day of observance.

**Vacation**

40 hours upon completion of one (1) year  
60 hours after one (1) year – 5 hours per month  
72 hours after nine (9) years – 6 hours per month  
84 hours after fourteen (14) years – 7 hours per month  
105 hours after nineteen (19) years – 8.75 hours per month  
123 hours after twenty-four (24) years – 10.25 hours per month

**Sick Leave**

Sick leave accrues at the rate of four (4) hours with pay for each full calendar month of service. Employee may use up to 24 hours as "family sick leave" for immediate family members each calendar year.

Sick Leave at Retirement - Upon retirement, employee may have all accrued sick leave hours reported to the Public Employees' Retirement System (PERS) as service credit.

**Bilingual Pay**

Employees may receive \$2.50 per translation up to a maximum of \$40 per pay period if designated by department head and certified by Human Resources to use bilingual verbal and translation abilities for languages such as Spanish, Korean, Vietnamese, or other designated languages.

**City Contribution for Medical Plan**

Monthly City Contribution Effective January 1, 2020:

Employee Only	\$139.00
Employee & One Dependent	\$139.00
Employee & Full Family	\$139.00
Waiver of Coverage	\$0.00

**Benefits**

Insurance Premiums - All employee deductions for medical, dental, vision, and IRS-allowed benefits not deducted from your fringe benefit allocation are done on a pre-tax basis. The City will provide the PEMHCA minimum towards a medical plan.

Medical Insurance - You have the option of the following plans:

- Anthem HMO Select
- Anthem HMO Traditional
- Blue Shield Access+ HMO
- Blue Shield Trio HMO (Region 3 only)
- Health Net Salud y Más HMO
- Health Net SmartCare HMO
- Kaiser Permanente HMO
- Sharp HMO (Region 2 only)
- United Healthcare HMO
- PERS Care/Blue Cross PPO
- PERS Choice/Blue Cross PPO
- PERS Select/Blue Cross PPO

Dental Insurance - You have the option of the following plans:

- Delta Preferred - PPO
- Delta Care – HMO

Vision Service Plan – Employee may elect to participate in the VSP eye care plan which provides vision services at reduced rates.

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.

**Retirement**

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

<b>Current Miscellaneous Formula (Tier I)</b>	<b>New Miscellaneous Formula (Tier II)</b>
2.5% at age 55	2.0% at age 62
Effective through 12/31/12	Effective 01/01/13 and after
Final Compensation: 1-year average	Final Compensation: 3-year average
Employee Contribution Rate: 8%	Employee Contribution Rate: Half the normal Cost <sup>1</sup>
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.

**On-The-Job Injury Leave**

City will pay up to three (3) months full salary if employee has a job-related injury that causes total disability from performing regular duties.

**Note:** This is a summary only of fringe benefits available to Benefited Part-time Employees. Complete descriptions and eligibility criteria may be obtained from Human Resources.

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<sup>1</sup> CalPERS calculates employee contribution rates annually, so this percentage is subject to change