

# City of Garden Grove

## Police (Non-Management) Safety Employee Benefits

### January 2020

#### **Holidays** (reference MOU pg. 21)

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

- January 1st (New Year's 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)
- 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** (reference MOU pg. 22)

- 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 choose to cash out vacation hours but must maintain a minimum balance of eighty (80) hours in their account. Elections for vacation buy-back must be made by December 15<sup>th</sup> for the following calendar year.

#### **Sick Leave** (reference MOU pg. 24)

Sick leave accrues at the rate of ten (10) hours with pay for each full calendar month of service. Each calendar year, employees may use up to one-half (60 hours) of their annual accrued sick leave time as "family sick leave" to care for immediate family members.

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

Sick Leave Payoff at Retirement – At the time of an employee's service or disability retirement, the City shall pay the employee an amount equal to 100% of his/her total accumulated but unused sick leave hours up to a maximum of 750 hours. The remaining accumulated but unused sick leave hours will be used toward the extension of the employee's service period under the PERS retirement system, subject to Government Code Section 20965.

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At the written request of the employee, 100% of accumulated but unused sick leave hours may be used toward the extension of service credit under Government Code Section 20965 and no payout will occur.

### **Cafeteria Plan Contribution** (*reference MOU pg. 15*)

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 Through June 30, 2020:

Employee Only	\$655.00
Employee & One Dependent	\$1,120.00
Employee & Full Family	\$1,400.00
Waiver of Coverage	\$205.00

#### Monthly City Contribution Effective July 1, 2020:

Employee Only	\$805.00
Employee & One Dependent	\$1,270.00
Employee & Full Family	\$1,550.00
Waiver of Coverage	\$355.00

### **Benefits** (*reference MOU pg. 14*)

Insurance Premiums - All employee deductions for medical, dental, vision, and IRS allowed benefits are done on a pre-tax basis.

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
- PORAC PPO

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

- Delta Preferred - PPO
- Delta Care – HMO

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

Life Insurance – The City carries a basic plan for all full-time employees that provides coverage in the amount of their annual base salary rounded up to the nearest \$1,000. Additional life insurance of up to five times the annual salary (\$500,000 maximum) is available for a fee to the employee. Coverage for employee’s dependent(s) is also available.

Long Term Disability Insurance – 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 LTD 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 (\$2,750 annual maximum) and/or a childcare account (\$5,000 annual maximum or \$2,500 if married and filing a separate tax return) in accordance with IRS regulations.

**Retirement** (*reference MOU pg. 13*)

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

<b>Classic Safety Formula (Tier I)</b>	<b>PEPRA Safety Formula (Tier II)</b>
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 <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 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 and POST Cert Pay** (*reference MOU pg. 10*)

Police employees may be eligible for one of the following as these incentives do not stack:

- 2.5% of base salary for possession of an AA/AS
- 5% of base salary for possession of a BA/BS
- 7.5% of base salary for possession of an Intermediate Post Certificate
- 10% of base salary for possession of an Advanced Post Certificate

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

**Tuition Reimbursement Program** (*reference MOU pg. 41*)

Upon completion of initial probationary period, 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** (*reference MOU pg. 9*)

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** (*reference MOU pg. 25*)

Police employees may receive up to four (4) working days off with pay upon death of an immediate family member (father, mother, brother, sister, spouse, children, current step-child, mother-in-law, father-in-law, step parent, grandmother, grandfather, grandchildren, legal guardian or ward).

**On-The-Job Injury Leave** (*per California Labor Code Section 4850*)

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** (*per MOU, Article IV, pg. 17*)

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

**Post-Retirement Medical Premium Fund** (*reference MOU pg. 15*)

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.