

City of Garden Grove

Sworn Police Management Employee Benefits

January 2020

Holidays (reference MOU pg. 9 and 10)

Thirteen (13) paid holidays annually (126 hours total) (11 holidays at 10 hours of pay and 2 holidays at 8 hours of pay for 4/10 schedule)

January 1st (New Year's Day)
Third Monday of January (Martin Luther King Day)*
Third Monday of February (Presidents' Day)
Last Monday of May (Memorial Day)
July 4th (Independence Day) – floating holiday bank
First Monday in September (Labor Day)
Second Monday of October (Columbus Day)*
November 11 (Veteran's Day)
Fourth Thursday in November (Thanksgiving Day)
The Day after Thanksgiving
December 24th (Christmas Eve)
December 25th (Christmas Day)
December 31st (New Year's Eve)

*Eight (8) hour Holiday

Vacation (reference POA MOU pg. 23)

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 – Police Sworn Management 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 15th for the following calendar year.

Sick Leave (reference MOU pg. 8)

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.

Cafeteria Plan Contribution (reference MOU pg. 5 and 6)

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

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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 POA MOU pg. 15)

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 - Employee may elect to participate in the VSP eye care plan, which provides 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) - After being off work 60 consecutive days, employee receives 66-2/3 of monthly base salary up to a maximum of \$12,500 per month.

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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) in accordance with IRS regulations.

Retirement (*reference MOU pg. 7*)

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.

Tuition Reimbursement Program (*reference MOU pg. 6*)

Upon completion of one (1) year of City service, employee is eligible for reimbursement of tuition, registration fees, text/materials and lab fees for up to \$1,600 per fiscal year for approved completed coursework toward a college degree.

Bilingual Pay (*reference MOU pg. 8*)

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 POA MOU pg. 25*)

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

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

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.

Administrative Leave *(reference MOU pg. 10)*

Program provides employee with forty (40) hours of administrative leave for use each calendar year beginning January 1. New employees hired after July 1 shall be allowed to use up to twenty (20) hours during that year. There is no limit on the number of hours that can be used in any pay period and it cannot be carried over to the next year.

Post-Retirement Medical Premium Fund *(reference MOU pg. 8)*

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 Sworn Police Management employees. Complete descriptions and eligibility criteria may be obtained from Human Resources.