

**City of Garden Grove**  
**Employee Association Benefits**  
**January 2025**

**Holidays** (*reference MOU pg. 25-26*)

Fourteen (14) paid holidays annually (up to 125 hours for 9/80 schedule)

- 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 4<sup>th</sup> (Independence Day)
- 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 25<sup>th</sup> (Christmas Day)
- Two (2) work days - the week between Christmas Eve and New Year's
- Two (2) Floating holidays

\* See MOU for day of observance.

- Note: Holiday hours vary depending on work schedule.

**Vacation** (*reference MOU pg. 23-24*)

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.

**Sick Leave** (*reference MOU pg. 27-28*)

Sick leave accrues at the rate of eight (8) hours with pay for each full calendar month of service. Each calendar year, employees may use up to 48 hours 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 at \$.70 on the dollar of the base hourly rate.

Sick Leave Payoff - Upon retirement, employee may receive 50% of the cash value of up to 1,000 hours of sick leave and have the remainder of sick leave reported to the Public Employees' Retirement System (PERS) as service credit; OR

At the written request of employee, 100% of accumulated but unused hours of sick leave may be reported to PERS and used toward the extension of service credit and no payout will occur.

**Cafeteria Plan Contribution** (*reference MOU pg. 16-17*)

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 and/or vision insurance premiums. Excess funds are cashed out to employees on bi-weekly paychecks. The below chart indicates the allocation amounts based on the employee's selection of medical insurance coverage.

Monthly City Contribution:

Employee Only	\$1,055.00
Employee & One Dependent	\$1,620.00
Employee & Full Family	\$2,000.00
Waiver of Coverage	\$455.00

**Benefits** (*reference MOU pg. 17-18*)

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
- Health Net Salud y Más HMO
- Kaiser Permanente HMO
- United Sig Value Alliance HMO
- United Sig Value Harmony HMO
- PERS Gold PPO
- PERS Platinum 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 – 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 carries a long-term disability insurance program for employees which provides up to 66 2/3% of base salary (\$4,000 maximum) after the employee has been disabled for 90 calendar days or has used all of his/her accrued sick leave, whichever is longer. An optional benefit is available at employee cost to reduce the waiting period to 60 days and increase the monthly benefit to 66 2/3% of base salary with a \$6,000 maximum.

**Employee Association Benefits**  
**January 2025**  
**Page 3**

Flexible Reimbursement Plans (Health Care or Dependent Care) - Employee may deduct monies on a pre-tax basis into a medical reimbursement account (\$3,300 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.

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** (*reference MOU pg. 14-15*)

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

<b>Classic Miscellaneous Formula (Tier I)</b>	<b>PEPRA 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: 7.75% <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.

**Tuition Reimbursement Program** (*reference MOU pg. 42-43*)

Upon completion of initial probationary period (or one year), 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. Colleges and Universities must be accredited by one of the six regional accreditation bodies for the United States as approved by the Department of Education.

**Bilingual Pay** (*reference MOU pg. 11*)

Employee may receive \$85 per pay period if designated by department head and certified by the Personnel Office to use bilingual verbal and translation abilities for languages such as Spanish, Korean, Vietnamese, or other designated languages. A designated and certified bilingual employee required to use his/her verbal-only bilingual abilities (Vietnamese, Korean, Spanish, and/or any other language designated by the City Manager) on City business will be paid \$65 each pay period.

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

**Bereavement Leave** *(reference MOU pg. 29)*

Employee may receive up to five (5) working days off with pay upon death of an immediate family member (father, mother, brother, sister, spouse, children, mother-in-law, father-in-law, step-parent, grandmother, grandfather, grandchildren, legal guardian or ward).

**On-The-Job Injury Leave** *(reference MOU pg. 28)*

City will pay up to six (6) months full salary if employee has a job-related injury that causes total disability from performing regular duties.

**Jury Duty** *(reference MOU pg. 29-30)*

City will pay for up to fifteen (15) working days in a calendar year for jury duty service.

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