

City of Garden Grove

Police Recruits

January 2026

Sick Leave

In accordance with the California Healthy Workplace, Healthy Family Act (AB1522), sick leave accrues at one (1) hour of sick time for every thirty (30) hours worked, beginning on the first day of employment.

City Contribution for Medical Plan

Monthly City Contribution:

Employee Only	\$1,125.00
Employee & One Dependent	\$1,125.00
Employee & Full Family	\$1,125.00
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.

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
- Sharp Performance Plus 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.

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

Current Miscellaneous Formula (Tier I)	New Miscellaneous Formula (Tier II)
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% 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 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 Police Recruits while in the academy. Complete descriptions and eligibility criteria may be obtained from Human Resources.

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