

CITY OF STANTON

EMPLOYEE BENEFITS

I. RETIREMENT

GENERAL

Full time employees are enrolled in the California Public Employees Retirement (CalPERS) system as follows:

	Plan	Contribution	
Hired on or before 8/27/11	2% @ 55	7% member contribution paid by City	1-year final compensation
Hired on or after 8/28/11	2% @ 60	7% member contribution paid by member	3-year final compensation
New members hired on or after 1/1/13	2% @ 62	50% of the normal cost rate for the defined benefit plan	3-year highest average annual compensation

Effective April 2, 2011, part-time employees are covered by the Public Agency Retirement Services Alternate Retirement System (PARS ARS). Employee contribution of 7.5% each pay period is made on a pre-tax basis.

SERVICE

In order to be eligible for service retirement, the employee must be at least age 60 and have five years of CalPERS-credited service.

DISABILITY

There is no minimum age requirement to be eligible for disability retirement. However, you must have at least five years of credited service to qualify for disability retirement.

INDUSTRIAL DISABILITY

There are no minimum service requirements. This type of retirement applies if you cannot work because of a job-related injury.

EFFECTIVE DATE OF RETIREMENT

To ensure timely processing, your CalPERS Application for Retirement must be completed and filed with CalPERS at least 90 days before you intend to retire. The retirement law provides that a member's effective date of retirement can be no earlier than the first of the month in which the application is received at CalPERS, except in special circumstances.

II. 1959 SURVIVOR'S BENEFIT

This benefit is available to CalPERS members who previously elected to be covered or were covered mandatorily under the 1959 Survivor's Benefit. A \$.93 bi-weekly deduction is required. This benefit consists of a monthly allowance, which may be paid to your surviving spouse and children. This benefit is paid along with the other death benefits and is payable whether or not you were eligible to retire at the time of your death.

III. LIFE INSURANCE

The City provides \$50,000 basic life insurance for eligible employees through Standard Insurance Company. A member becomes eligible for insurance on the first day of the next calendar month following 30 days of employment.

Employees also have the option of purchasing supplemental life insurance through Standard Life Insurance Company. Supplemental life insurance must be bought in \$10,000 increments. Premium costs will depend on the employee's age and amount of insurance purchased.

IV. SHORT-TERM AND LONG-TERM DISABILITY

The City provides short-term and long-term disability insurance for eligible employees through Standard Insurance Company.

V. HEALTH INSURANCE

The City provides for up to \$215.00 per month per eligible employee for health insurance. As a member of CalPERS, employees are eligible to enroll in several health insurance plans which are available. Employees may enroll as new, add family members, or change carriers during the open enrollment period. The effective date for health insurance is the first day of the month following the employee's appointment.

WAIVER OF HEALTH INSURANCE

Any employee who provides written proof of coverage under other health insurance has the option to waive coverage under the City's health plan. Any employee for whom the City has approved a waiver, the City shall compensate the employee in the amount of one hundred dollars (\$100.00) per month.

VI. DISCRETIONARY BENEFIT

The City provides a discretionary benefit for all City employees. Full-time employees receive a \$100.00 discretionary benefit that may be applied to their health and/or dental premium or paid fully in their bi-weekly paycheck. Eligible part-time employees receive a \$50.00 discretionary benefit that may be applied toward the dental premium or paid fully in their bi-weekly paycheck after one year of employment.

VII. BENEFIT OPTION

The City provides a Benefit Option which shall:

- be available to each full-time regular active employee who participates in a City offered health insurance plan;
- be used toward the cost of a designated health insurance plan and/or dental plan as determined by the City;
- be used to cover any “employee only” health insurance plan and/or dental plan cost remaining after the entire “health plan premium” contribution has been applied to pay for the health insurance plan and/or dental plan; and
- be used to cover any “employee and one” or “employee and two or more” health insurance plan and/or dental plan cost remaining after the entire “health plan premium” contribution and the entire “Discretionary Benefit Plan” contribution have been applied to pay for the health insurance plan and/or dental plan.

The City shall contribute under this Benefit Option up to the following amount per month for the actual level of health insurance coverage selected by the employee:

Coverage for employee only\$135.00
 Coverage for employee and one dependent\$270.00
 Coverage for employee and two or more dependents\$365.00

City-Paid	Employee only	Employee + 1	Employee + 2 or more
Health Insurance Premium	\$215.00	\$215.00	\$215.00
Discretionary Benefit	\$100.00	\$100.00	\$100.00
Benefit Option			
Employee only	\$135.00		
Employee + 1		\$270.00	
Employee + 2 or more			\$365.00
TOTAL	\$450.00	\$585.00	\$680.00

Per Resolution No. 2011-28 adopted by the City Council on May 24, 2011, any future increase in the cost of health insurance effective July 2, 2011 will be paid by the employee.

VIII. DENTAL INSURANCE

Dental insurance is also available for City employees through Delta Dental and MetLife (previously Safeguard) Dental Insurance. Dental insurance is effective one month from the enrollment date for new employees.

Effective July 2, 2011, any future increases in the cost of dental insurance will be paid by the employee, per Resolution No. 2011-28 adopted by the City Council on May 24, 2011.

IX. VACATION

Full-time employees accrue 96 hours of vacation annually with increases in increments every five years. Part-time employees who have been employed with the City for a minimum of one year are eligible to accrue 50% of the full-time vacation amount.

Maximum accumulation of vacation time for full-time and part-time employees is three hundred sixty (360) hours.

Probationary employees shall begin accrual of vacation leave effective on their first day of employment. New employees are eligible to take vacation leave after completion of six (6) months of continuous service.

X. SICK LEAVE

Full-time employees accrue 96 hours of sick leave annually. Part-time employees who have been employed with the City a minimum of one year are eligible to accrue 50% of the full-time sick leave amount. No employee may accumulate more than two hundred fifty (250) hours of sick leave. Accrued sick leave is not paid off at termination.

Sick Leave Incentive for the Prudent Use of Sick Leave

Regular full-time employees, who have used thirty (30) hours or less of sick leave during the prior fiscal year, shall be credited with twenty (20) vacation hours at the start of the new fiscal year.

Regular full-time employees, who have used more than thirty (30) hours but not more than sixty (60) hours of sick leave during the prior fiscal year, shall be credited with ten (10) vacation hours at the start of the new fiscal year.

Part-time employees, who have completed one year of employment with the City, and who have used fifteen (15) hours or less of sick leave during the prior fiscal year, shall be credited with ten (10) vacation hours at the start of the new fiscal year.

Part-time employees, who have completed one year of employment with the City, and who have used more than fifteen (15) hours but not more than thirty (30) hours of sick leave during the prior fiscal year, shall be credited with five (5) vacation hours at the start of the new fiscal year.

XI. HOLIDAYS

The City provides 12 paid holidays per year to eligible employees, one being a floating holiday. The floating holiday entitlement for new employees during the fiscal year of hire shall be based on their month of employment. Part-time employees shall be entitled to five (5) hours of floating holiday after one year of employment. In addition, City Hall will be closed each year from December 26 through December 30 for the Winter Holiday Closure.

XII. EDUCATIONAL REIMBURSEMENT PROGRAM

The City encourages educational advancement of its personnel. The purpose of the educational reimbursement program is to provide financial assistance to those employees who voluntarily engage in educational pursuits beneficial to the City of Stanton. Tuition reimbursement is \$1,250.00 per fiscal year for full time employees and \$625.00 for part time employees who have completed one (1) year of service.

XIII. BILINGUAL PAY

Employees assigned to regularly and frequently speak and/or translate a second language shall receive an additional one hundred dollars (\$100.00) per month for full time employees and fifty dollars (\$50.00) per month for part time employees, for each month such assignment continues.

XIV. DEFERRED COMPENSATION PROGRAM

Employees may choose to participate in the ICMA Deferred Compensation Program. A maximum of \$17,500 (2013) annually may be placed in a deferred compensation program.

XV. CREDIT UNION MEMBERSHIP

Credit union membership and automatic payroll deductions are available through the Golden West Cities Federal Credit Union located in Garden Grove.

XVI. AFLAC INSURANCE

Employees may choose to participate in various AFLAC Insurance Plans.

XVII. EMPLOYEE COMPUTER PURCHASE PROGRAM

Employees can avail of the opportunity to purchase a personal computer with an interest-free two-year loan. Full time employees, who have completed the one-year probationary period or part-time employees who have been employed with the City for over one year, are eligible to participate in this program.

XVIII. EMPLOYEE ASSISTANCE PROGRAM (EAP)

A City-sponsored benefit which provides a variety of professional services that can be availed of by employees and their dependent family members.

XIX. ALTERNATE COMMUTE INCENTIVE PROGRAM

All regular and probationary full-time and part-time employees, who use one (1) or more alternative transportation methods (including carpool, vanpool, public transportation, bicycle or walking) to get to and from work at least four (4) days for a calendar month, are eligible to receive an incentive of five dollars (\$5.00) per day. Department Heads, elected and appointed officials, temporary and contractual employees, volunteers and any person who receives an automobile or transportation stipend from the City are excluded from participation in this program.