

**CITY OF FOUNTAIN VALLEY**  
**SUMMARY OF EMPLOYEE BENEFITS**  
**Fountain Valley Police Officer's Association (POA)**  
**2018**

**CITY CONTRIBUTION TO MEDICAL, DENTAL, AND LIFE INSURANCE**

The City provides a Full Flex Cafeteria Plan where flex dollars are used to cover medical, dental, and life insurance premiums. If the premium total is larger than the City contribution amount, the difference will be paid by the employee. For employees hired prior to August 1, 2011, any unused portion of the contribution is returned to the employee as income, up to a total dollar amount of \$350, unless you are an employee covered by a side letter agreement. Note, that this income is not reportable compensation for CalPERS purposes. For employees hired August 1, 2011 and later, any unused portion of the contribution will not be returned to the employee as income.

<b>Employee Group</b>		<b>Contribution Amount</b>
<b>Tier 1 - for employees that were hired July 31, 2010 or earlier.</b>		
Full-time Employees for all coverage levels		\$1,827.45
<b>Tier 2 – for employees that were hired August 1, 2010 or later.</b>		
<b>FULL TIME</b>		
Employee Only coverage		\$710.00
Employee +1 Dependent coverage		\$1,242.00
Employee + Family coverage		\$1,575.00

**MEDICAL PLANS**

- Effective: January 1, 2018
- Administered by CalPERS
- Eligible the first of the month following one complete month of employment (full-time).

<b>PLAN</b>	<b>PLAN CODE</b>	<b><u>ORANGE COUNTY</u> PREMIUM</b>	<b>PLAN</b>	<b>PLAN CODE</b>	<b><u>LOS ANGELES COUNTY</u> PREMIUM</b>
<b>Anthem Blue Cross Select HMO</b>			<b>Anthem Blue Cross Select HMO</b>		
Single	4781	\$661.87	Single	4131	\$662.35
Two-Party	4782	\$1,323.73	Two-Party	4132	\$1,324.70
Family	4783	\$1,720.85	Family	4133	\$1,722.10
<b>Anthem Blue Cross Traditional HMO</b>			<b>Anthem Blue Cross Traditional HMO</b>		
Single	4071	\$737.51	Single	4021	\$787.31
Two-Party	4072	\$1475.01	Two-Party	4022	\$1,574.62
Family	4073	\$1917.52	Family	4023	\$2,047.00
<b>Blue Shield Advantage (Access+)</b>			<b>Blue Shield Advantage (Access+)</b>		
Single	1421	\$698.27	Single	1441	\$615.31
Two-Party	1422	\$1,396.53	Two-Party	1442	\$1,230.63
Family	1423	\$1,815.49	Family	1443	\$1,599.81
<b>Health Net Salud y Mas</b>			<b>Health Net Salud y Mas</b>		
Single	4121	\$463.08	Single	4431	\$405.65
Two-Party	4122	\$926.17	Two-Party	4432	\$811.31
Family	4123	\$1,204.02	Family	4433	\$1,054.70
<b>Health Net Smart Care</b>			<b>Health Net Smart Care</b>		
Single	4141	\$609.69	Single	4081	\$579.05
Two-Party	4142	\$1,219.37	Two-Party	4082	\$1,158.11
Family	4143	\$1,585.18	Family	4083	\$1,505.54
<b>Kaiser</b>			<b>Kaiser</b>		
Single	3081	\$669.00	Single	3061	\$644.82
Two-Party	3082	\$1,338.00	Two-Party	3062	\$1,289.64
Family	3083	\$1,739.40	Family	3063	\$1,676.53
<b>PERS Choice</b>			<b>PERS Choice</b>		

Single	3231	\$701.27	Single	3211	\$622.44
Two-Party	3232	\$1,402.53	Two-Party	3212	\$1,244.87
Family	3233	\$1,823.30	Family	3213	\$1,618.33
<b>PERS Select</b>			<b>PERS Select</b>		
Single	0821	\$656.90	Single	0801	\$575.10
Two-Party	0822	\$1,313.80	Two-Party	0802	\$1,150.20
Family	0823	\$1,707.94	Family	0803	\$1,495.27
<b>PERS Care</b>			<b>PERS Care</b>		
Single	3281	\$735.92	Single	3261	\$675.95
Two-Party	3282	\$1,471.84	Two-Party	3262	\$1,351.91
Family	3283	\$1,913.39	Family	3263	\$1,757.48
<b>PORAC</b>			<b>PORAC</b>		
Single	2071	\$736.42	Single	2071	\$736.42
Two-Party	2072	\$1,545.08	Two-Party	2072	\$1,545.08
Family	2073	\$1,976.50	Family	2073	\$1,976.50
<b>Sharp</b>			<b>Sharp is not available in Los Angeles County</b>		
Single	4201	\$620.18	Single	N/A	N/A
Two-Party	4202	\$1,240.36	Two-Party	N/A	N/A
Family	4203	\$1,612.46	Family	N/A	N/A
<b>United Health Care Alliance HMO</b>			<b>United Health Care Alliance HMO</b>		
Single	4321	\$618.69	Single	4281	\$604.77
Two-Party	4322	\$1,237.39	Two-Party	4282	\$1,209.54
Family	4323	\$1,608.61	Family	4283	\$1,572.40

#### DENTAL PLANS

- Effective: January 1, 2018
- Administered by Delta Dental
- Eligible the first of the month following one complete month of employment (full-time).

PLAN	PREMIUM
<b>Delta HMO</b>	
• Single	\$14.72
• Two-Party	\$30.16
• Family	\$47.09
<b>Delta PPO</b>	
• Single	\$45.20
• Two-Party	\$88.50
• Family	\$147.46

#### LIFE INSURANCE

- Administered by Standard Insurance Company
- **Basic:** Term life insurance provided up to the amount specified below.
- **Accidental Death and Dismemberment:** In addition to term life insurance, the City provides AD&D insurance to each employee in the amount equal to their basic life insurance coverage. Cost is included in basic coverage premium.

Employee Group	Amount of Coverage	Cost
Full-time employees	\$30,000	\$4.95/month

**EMPLOYEE ASSISTANCE PROGRAM**

- Administered by Standard Insurance (Horizon Health).
- Available to full-time employees and those family members residing in the same household.
- City pays \$0.35 per month for regular employees.

**LONG TERM DISABILITY**

Plan Benefits	Full-time Employees
Elimination Period	60 days 30 day if the employee is ineligible to receive sick pay
Maximum Period of Benefits	Disability to age 65
Percentage of Earnings	66⅔% of the first \$6,000 of pre-disability earnings
Maximum Monthly Allowance	\$4,000 per month
Premium Cost	\$29.70 per month, 100% City paid
Plan Administered by	PORAC: Myers-Stevens & Toohy & Co.

**RETIREMENT PLANS**

The City of Fountain Valley is not currently under Social Security except for Medicare (1.45% of salary) for employees hired after March 31, 1986.

**Full-Time Employees**

- Administered by California Public Employees Retirement System (CalPERS)

Contracted CalPERS Benefits Sworn Police Officers Tier 1 – (Hired July 31, 2010 or earlier)	Contracted CalPERS Benefits Sworn Police Officers Tier 2 – (Hired Aug. 1, 2010 through Dec. 31, 2012 and meet criteria below <sup>1</sup> )
<ul style="list-style-type: none"> <li>▪ 3% at 50</li> <li>▪ Single Highest Year</li> <li>▪ Service Credit for Unused Sick Leave</li> <li>▪ 2% Cost of Living</li> <li>▪ Prior Service Credit</li> <li>▪ Military Service Credit</li> <li>▪ Military Service Credit for Retirees</li> <li>▪ Peace Corps Service Credit</li> <li>▪ Public Service Layoff Service Credit</li> <li>▪ Member Cost Sharing</li> <li>▪ Nonprofit Corporation Service Credit</li> <li>▪ Pre-Retirement Option 2W Death Benefits (monthly allowance equal to what the retirement benefit would have been had the employee retire on date of death.)</li> <li>▪ Retired Death Benefits</li> <li>▪ Local System Service Credit Included in Basic Death Benefit</li> <li>▪ Cancellation of Payments for Service Credit Purchase Upon Industrial Disability Retirement</li> </ul> <p><b><i>This tier is closed to new hires.</i></b></p>	<ul style="list-style-type: none"> <li>▪ 3% at 55</li> <li>▪ Three Highest Years Average</li> <li>▪ Service Credit for Unused Sick Leave</li> <li>▪ 2% Cost of Living</li> <li>▪ Military Service Credit</li> <li>▪ Military Service Credit for Retirees</li> <li>▪ Peace Corps Service Credit</li> <li>▪ Public Service Layoff Service Credit</li> <li>▪ Different Level of Benefits</li> <li>▪ Nonprofit Corporation Service Credit</li> <li>▪ Pre-Retirement Option 2W Death Benefits (monthly allowance equal to what the retirement benefit would have been had the employee retire on date of death).</li> <li>▪ Local System Service Credit Included in Basic Death Benefit</li> <li>▪ Cancellation of Payments for Service Credit Purchase Upon Industrial Disability Retirement</li> </ul> <p><sup>1</sup> <b><i>Applicable to 1) former full-time employees of the City of Fountain Valley who are returning to employment with the City or 2) for individuals who are currently working for a CalPERS employer or whose current retirement system has established reciprocity with CalPERS.</i></b></p>

**Contracted CalPERS Benefits  
Sworn Police Officers  
Tier 3 – (Hired Jan. 1, 2013 or later and meet criteria below<sup>2</sup>)**

- 2.7% at 57
- Three Highest Years Average
- Service Credit for Unused Sick Leave
- 2% Cost of Living
- Military Service Credit
- Military Service Credit for Retirees
- Peace Corps Service Credit
- Public Service Layoff Service Credit
- Nonprofit Corporation Service Credit
- Pre-Retirement Optional Settlement 2 Death Benefit
- Local System Service Credit Included in Basic Death Benefit
- Cancellation of Payments for Service Credit Purchase Upon Industrial Disability Retirement

<sup>2</sup> **Applicable to individuals who 1) never worked in the public sector on or before January 1, 2013 or; 2) worked in the public sector before January 1, 2013 but worked for an employer with a retirement plan that did not have reciprocity with CalPERS or; 3) was not a member of a public retirement system before January 1, 2013 or; 4) was a member of a public retirement system before January 1, 2013 that is not subject to reciprocity with CalPERS or; 5) was an active member of a retirement system with a break in service of six months or more and returns to active membership in CalPERS with a new employer.**

**Effective 2015/2016, contribution rates:**

Employee Group	City Contribution		Employee Contribution		Total
	City Paid	Employee Paid	City Paid	Employee Paid	
Tier 1 - Police 3% @ 50	42.306%	3%	3%	6%	54.306%
Tier 2 – Police 3% @ 55	15.627%	0%	0%	9%	24.627%
Tier 3 – Police 2.7% @ 57	11.50%	0%	0%	11.50%	23.00%

**DEFERRED COMPENSATION (457 Plan)**

Full-time employees may participate (voluntarily) in a deferred compensation plan offered by the City. Maximum contributions are as defined by law.

**LEAVE PROVISIONS**

**Sick Leave**

- Full-time employees, working a 5/8 or 9/80 work schedule, accrue at the rate of 8 hours per month.
- Employees working a 4/10 schedule accrue at a rate of 10 hours per month.
- Upon separation from service, all accrued sick leave shall be converted to the 8-hour accrual rate prior to payoff.

**Sick Leave Payoff**

Sworn Non-Management Police Employees	Payoff	Maximum
Upon completion of 10 years of service	25% Payoff	No Maximum

Employees who retire from the City may receive service credit towards their retirement for all accrued, unused sick leave for which they do not receive compensation.

**Family Sick Leave**

- Six days (48 hours for employees on a 9/80 and 60 hours on a 4/10 work schedule) of accrued sick leave may be used each calendar year for immediate family illnesses.

**Family Care Medical Leave Act (FMLA)**

- Employees who have been employed for at least 12 months and have worked at least 1,250 hours during the 12-month period preceding the leave may take 12 weeks non-paid leave for the birth of a child and to care for a newborn, placement of child with an employee in connection with adoption or foster care by an employee, to care for a child, parent, or a spouse who has a serious health condition, or leave because of a serious health condition of the employee.

**Bereavement Leave**

- Full-time employees are entitled to a maximum of three working days absence with pay. Please refer to the Memorandum of Understanding (pg. 32).

**Vacation**

Employee Group	Years of Service	Earning Rate
Sworn Non-Management Police Employees	Year 1	80 hours per year
	Years 2-9	120 hours per year
	Years 10-14	160 hours per year
	15 years or more	200 hours per year
<ul style="list-style-type: none"> <li>• Maximum 270 hours</li> </ul>		

**Vacation Payout**

- All full-time POA employees have the option of receiving a cash payment for accrued vacation of up to 40 hours, if a minimum of 80 hours have been used during the calendar year and a minimum of 40 hours remain after payout.

**Holiday**

- All sworn, non-management police employees are entitled to 11 paid holidays (88 hours) per calendar year (includes floating holiday).
- Sworn Police employees have the option of taking holiday time off or of being paid for the unused holiday time in a separate warrant issued in December.

**Industrial Injury/Illness Leave & Pay**

- Eligible to receive up to one year of full salary and benefits when off work due to an industrial injury per Labor Code Section 4850 in lieu of temporary disability benefits.

**FLEXIBLE WORK SCHEDULE**

- The Police Department is open 7 days per work/ 24 hours per day.
- Most POA employees work a 4/10 work schedule and patrol officer maybe assigned to 3/12.5 schedule. The 3/12.5 is currently being issued on a six-month trial basis.

**SPECIALTY PAY**

**P.O.S.T Certification Pay**

- Sworn, non-management Police employees who possess an Intermediate P.O.S.T. certification shall receive \$320 certification pay per month or those who possess an Advanced P.O.S.T certification shall receive a \$545 P.O.S.T. certification pay per month. *\*Employee is only entitled to receive either Intermediate or Advance P.O.S.T. Certification Pay, but not both.*

**Wellness Pay**

- Sworn, non-management Police employees are eligible to participate in a fitness/wellness program and receive a \$50 (standard level) or \$195 (advanced level) bonus per month for achievement of specific performance standards.

**Police Specialty Assignment Pay**

- Sworn, non-management Police employees assigned to the Detective Bureau, Traffic Division, Field Training Program, and School Resource Program, shall receive a \$145 bonus per month.
- Sworn, non-management Police employees assigned as a Canine Officer shall receive 2.5% above their regular salary rate.

**Bilingual Pay**

- Sworn, non-management Police Employees are eligible to receive a \$70 bonus per month for proficiency in speaking and writing or a \$35 bonus per month for proficiency in speaking only.
- Employee must successfully complete proficiency examination.
- Chief of Police determines languages appropriate for pay.

**UNIFORM ALLOWANCE**

- Eligible for \$1,200 per year (paid \$600 in January and \$600 in July).

This Summary of Employee Benefits is provided as an overview for benefits provided to this bargaining unit. If any discrepancy arises between this document and the applicable Memorandum of Understanding (MOU), the MOU will be considered as correct.