

CITY OF FOUNTAIN VALLEY
SUMMARY OF EMPLOYEE BENEFITS
Fountain Valley General Employees' Association (FVGEA)
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.

Employee Group		Contribution Amount
Tier 1 and 2 - for employees that were hired August 15, 2010 or earlier.		
Full-time Employees for all coverage levels		\$1,506.88
JOB SHARE (20 HOURS)		\$753.44
JOB SHARE (30 HOURS)		\$1,130.16
Tier 3 – for employees that were hired August 16, 2010 or later.		
FULL TIME		
Employee Only coverage		\$625.00
Employee +1 Dependent coverage		\$1,125.00
Employee + Family coverage		\$1,400.00
JOB SHARE (20 HOURS)		
Employee Only Coverage		\$312.50
Employee + 1 Dependent Coverage		\$562.50
Employee + Family Coverage		\$700.00
JOB SHARE (30 HOURS)		
Employee Only Coverage		\$468.75
Employee + 1 Dependent Coverage		\$843.75
Employee + Family Coverage		\$1,050.00

MEDICAL PLANS

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

PLAN	PLAN CODE	<u>ORANGE COUNTY</u> PREMIUM	PLAN	PLAN CODE	<u>LOS ANGELES COUNTY</u> PREMIUM
Anthem Blue Cross Select HMO			Anthem Blue Cross Select HMO		
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
Anthem Blue Cross Traditional HMO			Anthem Blue Cross Traditional HMO		
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
Blue Shield Advantage (Access+)			Blue Shield Advantage (Access+)		
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
Health Net Salud y Mas			Health Net Salud y Mas		
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

Health Net Smart Care			Health Net Smart Care		
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
Kaiser			Kaiser		
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
PERS Choice			PERS Choice		
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
PERS Select			PERS Select		
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
PERS Care			PERS Care		
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
PORAC			PORAC		
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
Sharp			Sharp is not available in Los Angeles County		
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
United Health Care Alliance HMO			United Health Care Alliance HMO		
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
Delta HMO	
• Single	\$14.72
• Two-Party	\$30.16
• Family	\$47.09
Delta PPO	
• Single	\$45.20
• Two-Party	\$88.50
• Family	\$147.46

VISION PLANS

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

PLAN	PREMIUM
• Single	\$12.77
• Two-Party	\$18.30
• Family	\$32.92

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
Job share employees (full-time)	\$15,000	\$2.48/month
All other full-time employees	\$30,000	\$4.95/month

EMPLOYEE ASSISTANCE PROGRAM

- Administered by Standard Insurance.
- Available to full-time employees and those family members residing in the same household.
- City pays \$0.10 per month for regular employees.

LONG TERM DISABILITY

Plan Benefits	Full-time Employees
Elimination Period	60 days or upon expiration of accrued sick leave – whichever period is longer
Maximum Period of Benefits	Disability to age 65
Percentage of Earnings	66⅔% of earnings or a maximum monthly benefit of \$5,000
Maximum Monthly Allowance	\$5,000 per month
Premium Cost	\$0.56 per \$1,000 of salary (\$7,500 maximum salary)
Plan Administered by	Standard Insurance

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 Miscellaneous Employees Tier 1 – (Hired Aug. 15, 2010 or earlier)	Contracted CalPERS Benefits Miscellaneous Employees Tier 2 – (Hired Aug. 16, 2010 through Dec. 21, 2012 and meet criteria below ¹)
<ul style="list-style-type: none"> ▪ 2.5% at 55 ▪ Single Highest Year ▪ Service Credit for Unused Sick Leave ▪ 2% Cost of Living ▪ Military Service Credit ▪ Military Service Credit for Retirees ▪ Peace Corps Service Credit 	<ul style="list-style-type: none"> ▪ 2% at 60 ▪ 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

<ul style="list-style-type: none"> ▪ Public Service Layoff Service Credit ▪ Nonprofit Corporation Service Credit ▪ Pre-Retirement Optional Settlement 2 Death Benefit Pre-Retirement 1959 Survivor Benefit – Fourth Level (If eligible, monthly benefits of \$950-2,280 depending upon the number of dependents.) ▪ Post-Retirement Survivor Allowance (percent of retirement allowance at the time of death paid in a monthly benefit) ▪ Local System Service Credit Included in Basic Death Benefit ▪ Cancellation of Payments for Service Credit Purchase Upon Industrial Disability Retirement <p><i>This tier is closed to new hires.</i></p>	<ul style="list-style-type: none"> ▪ Public Service Layoff Service Credit ▪ Nonprofit Corporation Service Credit ▪ Pre-Retirement Optional Settlement 2 Death Benefit ▪ Pre-Retirement 1959 Survivor Benefit – Fourth Level (If eligible, monthly benefits of \$950-2,280 depending upon the number of dependents.) ▪ Local System Service Credit Included in Basic Death Benefit ▪ Cancellation of Payments for Service Credit Purchase Upon Industrial Disability Retirement <p><i>¹ 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></p>
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Contracted CalPERS Benefits Miscellaneous Employees Tier 3 – (Hired Jan. 1, 2013 or later and meet criteria below ²)
<ul style="list-style-type: none"> ▪ 2% at 62 ▪ 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 <p><i>² 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.</i></p>

Effective 2015/2016, contribution rates:

Employee Group	City Contribution		Employee Contribution		Total
	City Paid	Employee Paid	City Paid	Employee Paid	
Tier 1 - Miscellaneous 2.5% @55	31.300%	0%	0%	8%	39.300%
Tier 2 - Miscellaneous 2% @60	6.709%	0%	0%	7%	13.709%
Tier 3 - Miscellaneous 2% @62	6.25%	0%	0%	6.25%	12.50%

DEFERRED COMPENSATION (457 Plan)

- The City will make up to a \$75 per month contribution into each employee’s deferred compensation account for each General employee who contributes into the City’s deferred compensation 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.
- Job share employees accrue on a prorated basis.
- Upon separation from service, all accrued sick leave shall be converted to the 8-hour accrual rate prior to payoff.

Sick Leave Payoff

General Employees	Payoff	Maximum
Upon retirement and completion of 10 years of service	1% - 25% Usage = 75% payoff 26% - 50% Usage = 50% payoff 51% - 75% Usage = 25% payoff Over 75% Usage = no payoff	\$10,000 \$10,000 \$10,000
Upon separation of employment due to resignation	1% - 25% Usage = 75% payoff 26% - 50% Usage = 50% payoff 51% - 75% Usage = 25% payoff Over 75% Usage = no payoff	\$6,000 \$6,000 \$6,000

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. 33).

Vacation

Employee Group	Years of Service	Earning Rate
General Employees	Year 1	80 hours per year
	Years 2-4	120 hours per year
	Years 5-7	130 hours per year
	Years 8-9	140 hours per year
	Years 10-12	150 hours per year
	Years 13-14	160 hours per year
	Years 15-17	170 hours per year
	Years 18-19	180 hours per year
	20 years or more	192 hours per year

- Maximum 280 hours
- Job Share employees accrue on a pro-rated basis.
- Employees are not eligible to take vacation time until they have completed six months of continuous service.

Vacation Payout

- All full-time employees have the option of receiving a cash payment for accrued vacation of up to 80 hours, if a minimum of 80 hours have been used during the calendar year and a minimum of 20 hours remain after payout.

Holiday

- All non-safety employees are entitled to 11 paid holidays (88 hours) per calendar year (includes floating holiday).
- Employees working a 4/10 schedule must use two hours of vacation to supplement the eight hours holiday pay.
- Employees working a 9/80 schedule must use one hour of vacation to supplement the 8 hours holiday pay.

Industrial Injury/Illness Leave & Pay

- Eligible to receive up to 90 calendar days of industrial injury leave at full salary and benefits in lieu of temporary disability benefits.
- After exhaustion of 90 days industrial injury leave, employee may use accrued sick leave to supplement Workers' Compensation temporary disability benefits up to their regular salary for a maximum of 60 calendar days.

TUITION REIMBURSEMENT

- The City will set aside \$10,000 each fiscal year for tuition reimbursement.
- The maximum reimbursement amount for each employee shall be \$1,500 per year.
- Employee must achieve a letter grade of "C" or higher for undergraduate courses and "B" or higher for graduate courses.
- Please refer to the Memorandum of Understanding (pg. 34) for more information.

FLEXIBLE WORK SCHEDULE

- City Hall is open Monday – Thursday from 7 a.m. to 5 p.m. and Friday from 7 a.m. to 4 p.m. (closed every other Friday) for all City Hall employees on a 9/80 work schedule. The Police Department and Fire Stations are open 7 days per week/24 hours per day.
- Police Department employees and most Field Services employees work a 4/10 work schedule.

SPECIALTY PAY

Shift Differential Pay

- General employees assigned to the Police Department or Field Services Unit will receive \$0.40 per hour, in addition to their regular salary, when assigned to a shift commencing after 3 p.m. and ending before 9 a.m.

UNIFORM ALLOWANCE

General Employees Assigned to the Police Department

- Eligible for \$300 annual allowance.
- Employees hired on or before June 30 shall receive 100% of their allowance.
- Employees hired after June 30 shall receive 50% of the allowance.
- Job share employees receive half of the allowance.

General employees assigned to the Fire Prevention Bureau

- For employees hired before January 1, 2013, the monetary value of required uniforms will be reported to CalPERS as pensionable compensation.

SAFETY SHOES

- Eligible for a \$130 annual allowance, if required by the City to wear safety shoes.

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.