

**CITY OF FOUNTAIN VALLEY**  
**SUMMARY OF EMPLOYEE BENEFITS**  
**Fountain Valley Municipal Employees' Association (FVMEA)**  
**Field Services Unit**  
**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 and 2- for employees who were hired August 15, 2010 or earlier.</b>		
Full-time Employees for all coverage levels		\$1,506.88
<b>Tier 3 – for employees who were hired August 16, 2010 or later.</b>		
<b>FULL TIME</b>		
Employee Only coverage		\$625.00
Employee +1 Dependent coverage		\$1,125.00
Employee + Family coverage		\$1,400.00

**MEDICAL PLANS**

- Effective: January 1, 2018
- Administered by CalPERS
- Eligible the first of the month following one complete month of employment (full-time).
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<b>PLAN</b>	<b>PLAN CODE</b>	<b>ORANGE COUNTY PREMIUM</b>	<b>PLAN</b>	<b>PLAN CODE</b>	<b>LOS ANGELES COUNTY 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	\$1,475.01	Two-Party	4022	\$1,574.62
Family	4073	\$1,917.52	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

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
<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
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. 31, 2012 and meet criteria below <sup>1</sup> )
<ul style="list-style-type: none"> <li>▪ 2.5% at 55</li> <li>▪ Single Highest Year</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>▪ Nonprofit Corporation Service Credit</li> <li>▪ Pre-Retirement Optional Settlement 2 Death Benefit (member contributions plus interest and one month's salary per year of service up to a maximum of 6 months)</li> <li>▪ Pre-Retirement 1959 Survivor Benefit – Fourth Level (If eligible, monthly benefits of \$950-2,280 depending upon the number of dependents.)</li> <li>▪ Post-Retirement Survivor Allowance (percent of retirement allowance at the time of death paid in a monthly benefit)</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><i>This tier is closed to new hires.</i></p>	<ul style="list-style-type: none"> <li>▪ 2% at 60</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>▪ Nonprofit Corporation Service Credit</li> <li>▪ Pre-Retirement Optional Settlement 2 Death Benefit</li> <li>▪ Pre-Retirement 1959 Survivor Benefit – Fourth Level (If eligible, monthly benefits of \$950-2,280 depending upon the number of dependents.)</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>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.</b></p>

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

- 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

<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	
<b>Tier 1 -</b> Miscellaneous 2.5% @ 55	31.300%	0%	0%	8%	39.300%
<b>Tier 2 -</b> Miscellaneous 2% @ 60	6.709%	0%	0%	7%	13.709%
<b>Tier 3 -</b> Miscellaneous 2% @ 62	6.25%	0%	0%	6.25%	12.50%

**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.
- The City will make up to \$75 per month matching contribution into each employee's deferred compensation account for each Municipal employee who contributes into the City's deferred compensation plan.

**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**

<b>Field Services Employees</b>	<b>Payoff</b>	<b>Maximum</b>
Upon 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. 30).

**Vacation**

<b>Employee Group</b>	<b>Years of Service</b>	<b>Earning Rate</b>
<b>Field Services Employees</b>	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

**Vacation/ Comp Time Payout**

- All full-time Field Services 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 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 hour holiday pay.

**Industrial Injury/Illness Leave & Pay**

- Eligible to receive up to 60 calendar days (343 hours) of industrial injury leave at full salary and benefits in lieu of temporary disability benefits.

- After exhaustion of 60 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.

### **Specialty Assignment Pay**

- Street Maintenance Worker II employees assigned to operate equipment requiring a special operator's license shall receive Assignment Pay equal to 2 1/2% of their base rate of pay.

## **FLEXIBLE WORK SCHEDULE**

- Most Field Services employees work a 4/10 work schedule.

## **SPECIALTY PAY**

### **Stand-by Pay**

- Field Services employees assigned to stand-by duty shall receive \$350 for each seven-day week of stand-by duty, or pro-rata amount for the portion of a week as stand-by pay. Stand-by pay is in addition to all other compensation which Field Services employees are otherwise entitled.

### **Other Specialty Pay**

- Maintenance Workers in all Field Services Divisions possessing a valid California Class A or B driver's license will be paid Specialty pay equivalent to 2.5% of their base rate of pay on those days they are required to operate a vehicle requiring a Class A or B driver's license.
- Street Division Maintenance Worker II employees assigned to operate equipment requiring a special operator's license shall receive Specialty Pay equivalent to 2.5% of their base rate of pay.

## **SAFETY SHOES**

- Eligible to receive one pair of safety footwear valued up to \$215 at the time of hire.
- Eligible to receive one pair of safety footwear valued up to \$215 effective six months after hire.
- Replacement thereafter on an as-needed basis, up to a maximum of two replacements per calendar year.

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.