



## **CITY OF CARPINTERIA EMPLOYEE BENEFITS SUMMARY FOR FISCAL YEAR 2019-2020**

The City of Carpinteria provides a comprehensive employee benefit. A more inclusive listing of employee benefits can be found in the Memorandum of Understanding (MOU) between the City of Carpinteria and SEIU Local 620, the Conditions of Employment for Managements and Miscellaneous Personnel.

**Retirement:** The City participates in the California Public Employees Retirement System (CalPERS) providing retirement benefits to eligible miscellaneous Classic employees (employees hired before 1/1/13) with a 2% @ 55 formula and PEPPRA Employees (employees hired after 12/31/12) with at 2% @ 62 formula. Employee cost share for Classic Employees is 8% and 7.25% for PEPPRA employees.

Part-time and seasonal employees who are exempt from the Public Employees Retirement System and from OASDI portion of Social Security taxes are enrolled in an alternative qualifying deferred compensation retirement plan in compliance with regulations issued by the Internal Revenue Service and the Omnibus Reconciliation Act of 1990.

**Health insurance:** The City provides the majority of the health insurance annual premium under the CalPERS program for eligible employees or retiree. Employee monthly contribution on health insurance premium contribution in an amount equal to .029% of their annual salary times the percentage change in insurance premium with a minimum annual increase of 5%, and a maximum 30% for employees who elect the HMO plan. (For example, if an employee's annual salary is \$50,000, the monthly contribution would be \$16.14). Employees who elect the PPO, monthly cost share equals HMO formula plus the difference between the total cost of PPO and HMO premiums.

**Dental insurance:** The City provides a dental plan with Reliance Standard Insurance with 100% of the premium paid by the City for employees and their dependents.

**Flexible Benefit Program Wellness Allowance:** An allowance of \$1, 209.00 per calendar year are provided by the City. This annual benefit will increase by 2% every calendar until January 2020. The plan is administered by Wage Works which provides funds for unreimbursed medical expenses, dependent care or employees can purchase a variety of optional and supplemental benefits that compliment our medical and dental health plans.

**Leave Accrual:** Annual leave is accrued based on years of service. In place of separate leave accrual for vacation, sick leave, floating holidays, and administrative leave, each employee is granted an all-inclusive comprehensive leave bank that includes all leave benefits. Employees have the option to cash out up to 40 hours of unused leave hour.

**City Paid Holidays:** The City observes twelve paid legal holiday each year. They are as follows: New Year's Day, the day before/or after New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, day after Thanksgiving Day, Christmas, and the day before/or after Christmas Day and day before or after January 1st.

**Flexible Schedule Hours:** City employees have the option of flexible scheduling which allows them to work a 9/80 schedule with a designated Monday or Friday off in each two-week work period subject to operations needs of the department as determined by the City Manager

**Fitness Program:** The City will reimburse regular full-time employees up to \$31.20 per month or \$374.30 per fiscal year of their health club membership.

**Short and Long-term Disability Insurance:** In addition to the mandatory State Disability Insurance (SDI), the City provides Group Short and Long-term disability insurance plan for eligible full-time employees through Reliance Standard Insurance.

**Social Security Meditax:** Although the City does not participate in the federally administered Social Security Program, it is required to match an employee contribution of 1.45% of gross wages for coverage under the Medicare portion only of the Social Security Program for employees hired after March 1, 1986.

**Unemployment Insurance Benefits:** This is a State-mandated program. The City has selected the Cost of Benefit Reimbursement method of financing unemployment coverage. A reserve is maintained to cover the cost of unemployment claims.

**Special Pay:** Employees classified as Management are eligible for a special pay benefit that provides for reimbursement of an amount equal to the payroll deduction of employee-paid contributions to SDI and the amount equal to the employee contribution of 1.45% of gross wages for coverage under the Medicare portion only of the federally administered Social Security Program.

**Interpreter Pay:** Only those employees hire *prior* to August 15, 1998 may be eligible to receive special pay for translating skills if the job duties of the affected employee require translating and/or interpreting skills on a regular basis.

**Workers' Compensation:** The City provides workers' compensation benefits when an employee is injured on duty arising out of and in the course of employment. This coverage is through the California Joint Powers Insurance Authority (CJPIA) and the program is administered by YORK Insurance Services Group, Inc., a workers' compensation third party claims administrator.

**Employee Assistance Program (EAP):** The City provides a comprehensive Employee Assistance Program for confidential counseling and services to City employees and their immediate families.

**Life Insurance:** The City maintains a Group Life and Accidental Death and Dismemberment (AD & D) insurance policy through Guardian Insurance for employees only. The coverage of the life insurance policy for each regular full-time employee is \$50,000.00. Management employees are eligible for a life insurance policy in the amount of \$100,000.00.

Employees retiring with 20 years or more of continuous service with the City and enrolled in the City's group life insurance at the time of retirement may continue to be covered at City expense for a life benefit of \$10,000, excluding AD & D benefits.

**Voluntary Supplemental Life Insurance:** A Voluntary Supplemental Life Insurance is available for employees and dependents through Lincoln Life at their own expense.

**Voluntary Vision Insurance:** Employees have the option to elect coverage for themselves and their dependents at their own expense.

**Deferred Compensation Program:** All full-time employees have the option of participating in this program at their own expense.

**Uniform/Equipment Replacement:** Newly employed public works employees are furnished with a complete set of safety equipment. An annual equipment replacement fund is established each fiscal year for each affected employee for reimbursement of costs for replace or purchase of optional personal equipment following successful completion of a one-year probationary period. Funds must be used within the fiscal year and may not be carried over or cashed out. (Payment to be pro-rated within the fiscal year following completion of probationary period.)

The City pays the full cost of a uniform maintenance program for Public Works employees who are required to wear field uniforms.

Personnel in the Code Compliance Division who are required to wear a uniform are provided with a full uniform at the time of hire and receive an annual equipment replacement allowance.

**Annual Physical Examinations:** An allocation is provided for annual physical examination for the City Manager.

In compliance with CalOSHA Maintenance workers in the Public Works Department receive an annual Respirator Clearance examination, including appropriate medical testing to determine cardiopulmonary health as recommended by a medical facility.

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