



## **CITY OF CARPINTERIA EMPLOYEE BENEFITS SUMMARY FOR CALENDAR YEAR 2024**

The City of Carpinteria provides a comprehensive employee benefit package to full-time employees. A more inclusive listing of employee benefits can be found in the SEIU Memorandum of Understanding (MOU), Miscellaneous Management Conditions of Employment, and Management Conditions of Employment.

**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 a 2% @ 62 formula. Employee cost share for Classic and PEPPRA employees is 8%.

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 457 deferred compensation retirement plan with Mission Square in compliance with regulations issued by the Internal Revenue Service.

**Health insurance:** The City provides the majority of the health insurance annual premium under the CalPERS program for eligible employees and their eligible dependents. Employee monthly contribution on health insurance premium contribution in an amount equal to .029% of their annual salary times the percentage change in the base plan insurance premium with a minimum annual increase of 5%, and a maximum 30%. There is an additional employee cost share if the premium of the selected plan exceeds the base plan premium.

**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 eligible dependents.

**Flexible Benefit Program Wellness Allowance:** An allowance of \$1,335.87 per calendar year are provided by the City. This annual benefit will increase by 2% every calendar year.

**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 80 hours of unused leave at the beginning of the fiscal year, provided the employee retains an accrued leave balance of forty (40) in their leave bank.

**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, Juneteenth, 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 \$600.00 per fiscal year for their health fitness 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.

**Bilingual Pay:** Some employees are 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 provides full-time employees with a Life and Accidental Death and Dismemberment (AD&D) Insurance policy. The coverage of the life insurance policy for each regular full-time employee is \$50,000.00. The coverage for management employees is \$100,000.00. Employees have the option to purchase additional Voluntary Supplemental Life Insurance coverage for themselves and their eligible dependents. 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 Vision Insurance:** Employees have the option to elect coverage for themselves and their eligible dependents at their own expense.

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

**Deferred Compensation (457) Program:** All full-time employees have the option of participating in this program at their own expense.