



Inglewood Executive Organization (IEO)

October 1, 2016 through December 31, 2020

The following is a list of Employee Fringe Benefits covering **Inglewood Executive Employees**. Benefits are subject to change at any time with or without notice and are traditionally based on labor negotiations process.

SALARY INCREASES

Effective October 1, 2018, all unit employees shall receive a five percent (5%) salary adjustment to the current salary range.

WORK SCHEDULE

The City participates in a 9/80 work schedule providing employees with alternating Fridays off. Depending on area of assignment, some positions may work a 5/40 (8 hours per day / 5 days per week) or a 4/10 (10 hours per day / 4 days per week) work schedule.

PROFESSIONAL DEVELOPMENT

The City provides reimbursement for up to two thousand dollars (\$2,000) per fiscal year for professional job-related development.

EDUCATION REIMBURSEMENT

After one (1) full year of executive service to the City, the City will provide one hundred percent (100%) reimbursement for educational development per fiscal year for courses taken at accredited public institutions and eighty percent (80%) for courses taken at accredited private institutions. Please refer to MOU for policy details.

RETIREMENT (PERS)

The City provides a **2% @ 62** retirement formula with PERS. This is a defined benefit program that allows employees to receive 2% of their annual earnings for each year they work for the City of Inglewood. Example: an employee who works 20 years and retires at age 62 will receive 40% of their annual earnings in retirement through PERS. The employee pays fifty percent (50%) of the normal cost of CalPERS employer rate, which is currently six and one-fourth percent (6.25%) plus three and three-fourths percent (3.75%) of the employer rate (for a total of [10%]). The City provides a **2.7% @ 57** retirement formula for Safety Executives (Police Chief).

RETIREE HEALTH SAVINGS (RHS) PLAN

Each unit employee shall make an annual contribution of four percent (4%) of his/her base salary to his/her RHS plan. The city shall make a matching annual contribution to each unit employee's RHS Plan of four percent (4%) of base salary.

DEFERRED COMPENSATION

The City offers a voluntarily Deferred Compensation Program (457 plan) administered by ICMA-RC Retirement Corporation. Participants enjoy the benefits of tax-deferred contributions and cumulative earnings from a variety of investment options. Contributions to the 457 deferred compensation plan are 100% of the participants' taxable compensation.

HEALTH INSURANCE

Insurance benefits begin on the first of the month following the date of hire. The City provides Kaiser HMO medical insurance, two dental plans and one vision plan with family coverage. Employees pay five (5%) percent of the monthly medical premium and the City pays ninety five (95%) percent of the total monthly medical insurance. Employees who choose to participate in another City medical insurance plan will pay the difference between the monthly premium costs which is higher than the Kaiser plan.

- **Medical Insurance**
 - Kaiser HMO
 - Aetna HMO
 - Aetna OAMC 80/60
 - Aetna HealthFund
- **Dental Insurance**
 - Delta Care (HMO)
 - Delta Premiere (PPO)
- **Medical Eye Service Vision plan**

If you elect to participate in the medical insurance you are required to pay the first month's medical premium. This amount will be deducted from your paycheck over four pay periods depending on tier coverage, and you will be required to complete a promissory note. If you elect not to participate in the medical insurance you are eligible for an insurance waiver, which is **\$200.00** per month.

FLEXIBLE SPENDING ACCOUNTS

Flexible Spending Accounts (FSA) provide a simple way for employees to save money by paying for certain medically necessary items and dependent daycare costs with pre-tax dollars. The City offers a voluntary Section 125 Flexible Spending Accounts: -
Health Care Spending Account - \$2,500

LIFE INSURANCE

The City provides the following insurance, and premiums are paid by the City:

- Term life insurance & Accidental Death & Dismemberment (AD&D) Insurance through The Standard Insurance, equivalent to one times annual salary up to \$450,000.
- \$5,000 life insurance for spouse; \$1,000 per unmarried dependent (6 months to 21 years of age); \$100 per dependent (birth to 6 months) if elected.
- Whole Life insurance of \$5,000 after one year of uninterrupted service through Assurity Life Insurance Company.

DISABILITY INSURANCE

The City provides the following disability insurance through The Standard Insurance Company, and premiums are paid by the City. Disability covers both work and non-work related injuries and illnesses. Benefits are taxable and offset by workers' compensation temporary disability payments and PERS disability retirement allowances

- **Short Term Disability**
 - Benefits paid after from date of disability after a 31 day waiting period.
 - Maximum benefit is 60% of total weekly earnings up to \$3,462 per week.
- **Long Term Disability**
 - Benefits paid after 180 days up to age 65 based upon when disability begins.
 - Maximum benefit is 60% of total monthly earnings up to \$15,000 per month.

HOLIDAYS

The City provides 13 paid scheduled holidays annually and one floating holiday.

- New Year's Day January 1st
- Martin Luther King, Jr. Birthday Third Monday in January
- President's Day Third Monday in February
- Cesar Chavez' Birthday March 31st
- Memorial Day Last Monday in May
- Independence Day July 4th
- Labor Day First Monday in September
- Veterans Day November 11th
- Thanksgiving Day Fourth Thursday in November
- Friday after Thanksgiving Friday after Thanksgiving
- Christmas Eve December 24th
- Christmas Day December 25th
- New Year's Eve December 31st

PAID TIME OFF (PTO) LEAVE

Executive employees shall receive PTO leave in lieu of administrative leave at the beginning of each fiscal year in the total amount of one hundred twenty three (123) hours.

PAID TIME OFF (PTO)

PTO leave is earned each pay period and may be accrued to a maximum of four hundred (400) hours. PTO hours are accrued as follow:

Years of Service	Accrual of PTO
0 to 1 (0 to 12 months)	7.421
1 to 2 (13 to 24 months)	8.036
2 to 3 (25 to 36 months)	8.651
3 to 8 (37 to 96 months)	9.267
8 to 14 (97 to 168 months)	9.882
14 to 16 (169 to 192 months)	10.497
16 to 20+ (193 to more than 240 months)	11.113

BEREAVEMENT LEAVE

The City provides 24 hours (3 days) of bereavement leave in the event of a death in the immediate family of the employee or employee's spouse. Only 2 days of PTO leave may be used for travel time per bereavement occurrence up to a maximum of 4 days per fiscal year.

JURY DUTY

The City provides an employee with his full regular pay for up ten calendar days in any one calendar year for jury duty. In exchange for a regular paycheck, employees are required to give the City any fees received as a juror, excluding mileage fees.

MATERNITY LEAVE

The City provides employees six months of unpaid maternity leave. During this time the City will continue to pay its portion of medical, dental, vision and life insurance premiums for the employee.

EXECUTIVE