



## Inglewood Management Employee Organization (IMEO)

### **AFSCME LOCAL 960**

Covering Non-Sworn Management, Supervisory, and Professional Employees  
October 1, 2016 through December 31, 2020

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*The following is a list of Employee Fringe Benefits covering **Non-Sworn Management, Supervisory, and Professional 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.

#### **ADMINISTRATIVE LEAVE**

The City provides 72-hours per fiscal year to fulltime permanent employees. These hours cannot be carried forward to succeeding fiscal years. These hours are available until after a successful probationary period is completed.

#### **TUITION REIMBURSEMENT**

The City provides \$2,000 per fiscal year for the costs of tuition and required books for job related coursework after one fulltime year of uninterrupted service.

#### **PROFESSIONAL DEVELOPMENT ALLOWANCE**

The City provides a \$750 per fiscal year allowance for professional development after successful completion probationary period.

#### **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.

#### **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 two voluntary Section 125 Flexible Spending Accounts:

- Health Care Spending Account - \$2,550 per calendar year
- Dependent Care Spending Account - \$5,000 per calendar year

#### **RETIREMENT (CalPERS)**

The City provides retirement coverage through the California Public Employees' Retirement System (CalPERS).

The City does not participate in Social Security, however all employees participate in **MEDICARE**, which is a 1.45% deduction each pay period. The City also makes a matching contribution on to MEDICARE on the employee's behalf.

The City provides "New" CalPERS members a **2% @ 62** retirement formula with CalPERS. 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.

"Classic" CalPERS members' retirement formula is **2.5% at 55**.



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#### **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
- **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.

#### **LIFE INSURANCE**

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

- Term life insurance & Accidental Death & Dismemberment Insurance (AD&D) through Standard Insurance equivalent to one time and a half of your annual salary up to \$500,000.
- \$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.

#### **VOLUNTEER SUPPLEMENTAL INSURANCE**

Employees can voluntarily purchase additional insurance policies with:

- AFLAC
- ALLSTATE
- COLONIAL

#### **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 may be taxable and offset by workers' compensation temporary disability payments and PERS disability retirement allowances. **The City does not participate in California State Disability.**

- **Short Term Disability**
  - Benefits paid after from date of disability after a 29 day waiting period.
  - The benefit percentage is: 60% of total weekly earnings.
  - The maximum weekly benefit is: \$2500.
- **Long Term Disability**
  - Benefits paid after 90 days up to age 65 based upon when disability begins.
  - The benefit percentage is: 60% of total monthly earnings.
  - The maximum monthly benefit is: \$15,000.



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### HOLIDAYS

The City provides 14 paid holidays annually, 13 scheduled holidays and one floating holiday.

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

The City is also closed the last two weeks of the year. Employees must use any accrued leave to cover the works days (sick, vacation, compensatory time).

### VACATION LEAVE

Vacation is earned each pay period and may be accrued to the equivalent of 280 hours. Vacation leave is earned at the following annual rates and may be used after one year of employment.

1 - year of service	3.077 per pay period
2 - years of service	3.692 per pay period
3 - 6 years of service	4.308 per pay period
7 - 13 years of service	4.923 per pay period
14 - 19 years of service	5.538 per pay period
20 + years of service	6.154 per pay period

### SICK LEAVE

Sick leave is accrued at a rate equivalent to nine (9) hours per month. At retirement, death, or termination after ten (10) years of service, fifty percent (50%) of accumulated sick leave is payable at the employee's base rate.

### BEREAVEMENT LEAVE

The City provides three (3) days per occurrence in the event of a death in the immediate family of the employee or employee's spouse. Only eighteen (18) working hours of sick leave may be used for travel time per occurrence up to a maximum of 36 hours in any one fiscal year.

### JURY DUTY

The City provides an employee with his/her 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.

### UNION / ASSOCIATION DUES

Inglewood Management Employees Organization (IMEO-AFSCME): full-time employees - \$40 per month.