

GENERAL NON-MANAGEMENT BI-WEEKLY EMPLOYEES

REPRESENTED BY SEIU LOCAL 721

EMPLOYEE FRINGE BENEFITS

OCTOBER 1, 2016 through SEPTEMBER 30, 2020

The following is a list of Employee Fringe Benefits offered to General Non-Management Employees covered by SEIU bargaining unit. 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.

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

WORK SCHEDULE

The City participates in a 9/80 work schedule providing employees with alternating Fridays off. Depending on area of assignment, some position may work a 5/80 and or a 4/10 work schedule.

HOLIDAYS

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

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

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.

First two years of service	3.077 per pay period
3 - 5 years of service	3.692 per pay period
6 - 9 years of service	4.308 per pay period
10 - 11 years of service	4.923 per pay period
12 - 14 years of service	5.231 per pay period
15 - 19 years of service	5.538 per pay period
20 + years of service	6.154 per pay period

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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.

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**.

RETIREE HEALTH SAVINGS (RHS) PLAN

Each unit employee shall make an annual contribution of one percent (1%) 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 one percent (1%) of base salary.

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 plan will pay the difference between the monthly premium costs which is higher than the Kaiser rate plan.

- **Medical Insurance**
 - Kaiser HMO
 - Aetna HMO
 - Aetna OAMC 80/60
- **Dental Insurance**
 - Delta Care (HMO)
 - Delta Dental 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 your coverage tier, 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 Life 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.

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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.

VOLUNTEER SUPPLEMENTAL INSURANCE

Employees can voluntarily purchase additional insurance policies with:

- AFLAC
- ALLSTATE
- COLONIAL

EMPLOYEE ASSISTANCE PROGRAM

Employee Assistance Program (EAP) provides **confidential** counseling services for personal, family, legal, financial, or other problems that affect an employee's life and work. Services are provided by MHN at no cost to the employee.

TUITION REIMBURSEMENT

The City provides \$400 per fiscal year for the costs of tuition and required books for job related coursework after one full year of uninterrupted service.

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.

UNION / ASSOCIATIONS DUES

Service Employees International Union (SEIU): \$30 per month.