



Inglewood Executive Organization (IEO)

January 1, 2021 thru December 31, 2022

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 the labor negotiations process.

SALARY INCREASES

No Salary Increases are scheduled for the duration of the two-year contract. Automatic and Merit Increases are still applicable if the employee is eligible for one.

WORK SCHEDULE

The City participates in a 9/80 work schedule providing employees with alternating Fridays off. Depending on the 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 retirement coverage through the California Public Employees' Retirement System (CalPERS). The City provides "New" CalPERS members a **2% @ 62** retirement formula. 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. For 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**.

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% @ 55** retirement formula for Safety Executives (Police Chief).

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

DEFERRED COMPENSATION 401(a) ACCOUNT

Each unit employee shall make an annual contribution of four percent (4%) of his/her base salary to his/her 401(a) account. The city shall make a matching annual contribution to each unit employee's 401(a) account of four percent (4%) of base salary.

DEFERRED COMPENSATION

The City offers a voluntarily Deferred Compensation Program (457 plan) administered by Empower Retirement. 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

The City contracts with CalPERS for health insurance coverage. Insurance benefits begin on the first of the month following the date of hire. Employees pay five (5%) percent of the monthly medical premium, and the City pays ninety-five (95%) percent of the total monthly medical insurance premiums based on the employee

enrollment eligibility up to the Kaiser HMO plan. Employees who choose to participate in another medical plan will pay the difference in the monthly premium cost which is higher than the Kaiser medical rate plan.

•HMO Medical Plans
Blue Cross)

Kaiser
UnitedHealth Care
HealthNet
BlueShield
Anthem Blue Cross

•PPO Medical Plans (PPO plans are administered by Anthem

PERSCare
PERSChoice
PERSSelect

If you elect not to participate in the medical insurance you are eligible for an insurance waiver, which is **\$200.00** per month.

The City offers two dental plans and one vision plan. These premiums are paid by the City.

▪ **Dental Insurance**

- Delta Care (HMO)
- Delta Dental PPO

• **Medical Eye Service Vision plan**

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.

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**
- **Dependent Care.**

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 1.5 times of your annual salary up to \$500,000.
- \$5,000 life insurance for a 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 Allstate 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. **The City does not participate in California State Disability.**

▪ **Short Term Disability**

- Benefits paid after from the 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 1 st
▪ 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 th
▪ 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

PAID TIME OFF (PTO) LEAVE

Executive employees shall receive PTO leave in place 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 P T O
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 (37to 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 seven 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.