



MANAGEMENT AND PROFESSIONAL EMPLOYEE FRINGE BENEFITS

JANUARY 1, 2021 - DECEMBER 31, 2022

*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 the labor negotiations process.*

SALARY INCREASES

Management Employees are granted a 5% automatic step increase each year on their anniversary date for the first two years of employment. Merit increases thereafter are not granted automatically but at the recommendation of the employee's supervisor and approval of the department head and City Manager.

WORK SCHEDULE

The City participates in a 9/80 work schedule providing employees with alternating Fridays off. Depending on the department 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 to be determined by the Department Head.

ADMINISTRATIVE LEAVE

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

TUITION REIMBURSEMENT

The City provides \$2,000 per fiscal year for tuition costs and required books for job-related coursework after completion of the probationary period and one year of service within the bargaining unit.

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 Mass Mutual. 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
- Dependent Care Spending Account

RETIREMENT (CalPERS)

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

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 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.



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JANUARY 1, 2021 - DECEMBER 31, 2022

HEALTH INSURANCE

Insurance benefits begin on the first of the month following the date of hire—the City contracts with CalPERS for health insurance coverage. The City also offers 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 premiums based on the Kaiser HMO plan. Employees who choose to participate in another City medical insurance plan will pay the difference between the monthly premium costs, higher than the Kaiser plan.

HMO Plans:

- Anthem
- Blue Shield
- Kaiser
- HealthNet
- UnitedHealthcare

PPOs

- PERS-Care (Anthem Blue Cross)
- PERS-Choice
- PERS-Select

DENTAL PLANS

- Delta Care (HMO)
- Delta Dental PPO

VISION

- Medical Eye Service Vision Plan

If you elect not to participate in the city's sponsored medical insurance plans, 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 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.

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 are paid after a 31-day waiting period.
 - The benefit percentage is 60% of the total weekly earnings.
 - The maximum weekly benefit is \$2500.
- **Long Term Disability**
 - Benefits are paid after 90 days up to age 65 based upon when disability begins.
 - The benefit percentage is 60% of the total monthly earnings.
 - The maximum monthly benefit is \$15,000.



Inglewood Management Employee Organization (IMEO)

AFSCME LOCAL 960

Covering Non-Sworn Management, Supervisory, & Professional Employees
January 1, 2021 through December 31, 2022

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. MHN provides services at no cost to the employee.

HOLIDAYS

The City provides 14 paid holidays annually, 13 scheduled holidays, 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

The City is also closed for the last two weeks of the year. Employees must use any accrued leave to cover the work 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. After ten (10) years of service at retirement, death, or termination, 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 must give the City any fees received as a juror, excluding mileage fees.

UNION / ASSOCIATION DUES

Inglewood Management Employees Organization (IMEO-AFSCME): full-time employees. (optional)