

City of Garden Grove

Police (Non-Management) Safety Employee Benefits

January 2009

Holidays

Ten (10 hour) paid holidays annually (100 hours)

January 1st (New Year's Day)
Third Monday of February (Presidents' Day)
Last Monday of May (Memorial Day)
July 4th (Independence Day)
First Monday in September (Labor Day)
Fourth Thursday in November (Thanksgiving Day)
December 25th (Christmas Day)
Three Floating Holidays

Police employees may cash out all holidays during the year per the approved policy.

Vacation

80 hours upon completion of one (1) year
120 hours after one (1) year – 10 hours per month
144 hours after nine (9) years – 12 hours per month
168 hours after fourteen (14) years – 14 hours per month
207 hours after nineteen (19) years – 17.25 hours per month
246 hours after twenty-four (24) years – 20.5 hours per month

Vacation Buy-Back - In January of each year, an employee who has taken a minimum of eighty (80) hours of vacation time off in the previous calendar year and has a minimum of eighty (80) hours of vacation retained on account may receive, at the employee's option, a cash payment for up to forty (40) hours in excess of eighty (80) hours retained. Cash payment shall be at the employee's base hourly rate of pay at the end of December.

Sick Leave

Sick leave accrues at the rate of eight (8) hours with pay for each full calendar month of service. Employee may use up to 48 hours as "family sick leave" for dependent family members each calendar year.

Sick Leave Annual Sell Back - After accumulating 240 hours, employee can sell back 50% of annual unused sick leave at \$.70 on the dollar of the base hourly rate.

Sick Leave Payoff - Upon retirement, employee may: Receive 50% of the cash value of up to 1,000 hour of sick leave and the remainder of sick leave reported to the Public Employees' Retirement System (PERS) as service credit; or 100%

of accumulated but unused hours of sick leave reported to PERS toward the extension of service credit.

Cafeteria Plan Contribution

The City provides each eligible employee a fringe benefit allocation to purchase benefits for themselves and their dependents. After employee selects health coverage, employee can use any remaining dollars for dental, vision, flexible reimbursement plans (health care or dependent care accounts), deferred compensation plan, or cash. If employee selects a flexible reimbursement plan, the allocation may be reimbursed throughout the year. If employee selects the deferred compensation plan or cash, the allocation will be disbursed in mid-December each year. The below chart indicates the allocation amounts based on employee's selection of health insurance coverage (employee only, employee and one dependent, employee and full family, or if employee chooses to waive coverage).

	<u>Monthly City Contribution</u>
Employee Only	\$460.00
Employee & One Dependent	\$830.00
Employee & Full Family	\$1,075.00
Waiver of Coverage	\$100.00

Medical Insurance - You have option of the following plans:

Blue Shield HMO	PERS Care/Blue Cross
Blue Shield Net Value	PERS Choice/Blue Cross
Kaiser	PERS Select/Blue Cross
	PORAC/Blue Cross

Dental Insurance - You have option of the following plans:

Delta Care - HMO
Delta Preferred - Fee for Service

Flexible Reimbursement Plans (Health Care or Dependent Care) - Employee may deduct monies on a pre-tax basis into a medical reimbursement account (\$5,000 annual maximum) and/or a child care account (\$5,000 annual maximum) in accordance with IRS regulations.

Deferred Compensation Plan - Employee may deposit up to \$16,500 per year. There is no City contribution except for any remaining fringe benefit allocation monies.

Long Term Disability Insurance (City paid plan)

After being off work 60 consecutive days, employee receives up to 80% of salary (see plan document for exact benefit levels, qualifications, and eligibility). Plan includes a \$10,000 death benefit.

Vision Service Plan

Employee may elect to participate at his/her expense in an eye care plan. Plan provides for vision services at reduced rates.

Life Insurance

City carries a plan for all employees that covers employee for one (1) times annual base salary rounded up to the nearest \$1,000. Additional life insurance of up to five times annual salary (\$500,000 maximum) is available for a fee to the employee. Coverage on employee's dependent(s) is also available.

Insurance Premiums

All employee deductions for medical, dental, and IRS allowed benefits not deducted from your fringe benefit allocation are done on a pre-tax basis.

Retirement

Police employees are covered by the "3% at 50" option of the Public Employees' Retirement System (PERS). Employee pays their own 9% on a pre-tax basis. The City also contributes a percentage of salary into a general account. This means that an employee with 25 years of service can retire at age 50 with a pension equal to 75% of their pay during their last year. An employee with 30+ years of service can retire with a pension up to a maximum of 90% of their pay during their last year. The plan also includes the benefit options of the single highest year, sick leave service credit, 1959 Survivor Benefit (Indexed Level), and \$5,000 death benefit.

Education Incentive Program

Police employees may be eligible for one of the following:

- 2.5% above base salary for possession of an AA/AS;
- 5% above base salary for possession of a BA/BS or an Intermediate Post Certificate;
- 7.5% for possession of a BA/BS and an Intermediate Post Certificate;
- 7.5% for possession of 90 semester units with 20 being police related units and an Intermediate Post Certificate; or
- 10% for possession of an Advanced Post Certificate.

Tuition Reimbursement Program

Upon completion of initial probationary period (18 months), employee is eligible for reimbursement of tuition and text/materials for up to \$1,600 per fiscal year for approved completed coursework toward a college degree.

Bilingual Pay

Employee may receive \$60 per pay period if designated by department head and certified by the Personnel Office to use bilingual verbal abilities for languages such as Spanish, Korean, Vietnamese, or other designated languages. Employee certified by the Personnel Office to use bilingual verbal and translation abilities may receive 5% of base salary.

Bereavement Leave

Police employees may receive up to four (4) working days off with pay upon death of an extended family member.

On-The-Job Injury Leave

City will pay up to one (1) year full salary if employee has a job-related injury that causes him/her to be totally disabled from performing regular duties.

Overtime

Most overtime is paid at time and one-half under Federal guidelines. Some overtime is paid at straight time.

Post Retirement Medical Premium Fund

The City contributes the equivalent of 1.4% of salary to a post retirement medical trust fund established by the Association. Qualifications and payments are determined by the Association.

Note: This is a summary only of fringe benefits available to Police Safety employees. Complete descriptions and eligibility criteria may be obtained from Human Resources.