

City of Garden Grove
Sworn Police Management Employee Benefits
January 2009

Holidays

Ten (10) paid holidays annually (10-hour days for 4/10 schedule)

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)*
Court Holiday
Two Floating Holidays

*Date of observance determined by the City each year.

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 any amount in excess of eighty (80) hours retained at any time during the calendar year.

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 immediate 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.

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Sick Leave Payoff - Upon retirement, employee may: Receive 50% of the cash value 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	\$465.00
Employee & One Dependent	\$925.00
Employee & Full Family	\$1,200.00
Waiver of Coverage	\$200.00

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 66-2/3 of monthly base salary up to a maximum of \$8,000 per month.

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 Management 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.

Tuition Reimbursement Program

Upon completion of one (1) year of City service, employee is eligible for reimbursement of tuition and text/materials for up to \$2,400 per fiscal year for approved completed coursework toward a college degree.

Bilingual Pay

Employee may receive \$70 per pay period if designated by department head and certified by the Personnel Office to use bilingual verbal and translation abilities for languages such as Spanish, Korean, Vietnamese, or other designated languages.

Bereavement Leave

Employee 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.

Administrative Leave

Program provides employee with forty (40) hours of administrative leave for use each calendar year beginning January 1. New employees hired after July 1 shall be allowed to use up to twenty (20) hours during that year. There is no limit on the number of hours that can be used in any pay period and it cannot be carried over to the next year.

Post Retirement Medical Premium Fund

The Police Association has established a post retirement medical trust fund in which Sworn Police Management employees may participate within plan regulations. The City contributes up to 1% of salary for Sworn Police Management employees to participate in this plan.

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