Foster City / Estero Municipal Improvement District Benefits Summary







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Flexible Benefits Plan		No Plan	Employee Only	Employee +1	Employee +2+
	AFSCME	\$1,224	\$1,624	\$2,330	\$2,945
	DISPATCHER	\$1,470	\$1,858	\$2,491	\$2,987
	FCPOA	\$1,576	\$1,946	\$2,263	\$2,806
	MANAGEMENT	\$1,517	\$1.845	\$2,391	\$2,981

Employees receive the monthly amount stated above, depending on their medical election, to apply toward their choice of the employer provided health insurance plan premiums, any amount leftover will be paid to the employee as taxable income. Additionally, employees who elect no plan, must provide proof of group insurance coverage, annually, and the amount provided will be taxable income unless contributed to a pre-tax account.

Medical Insurance

The City provides health insurance to employees and their family members through CalPERS health. The CalPERS program provides employees with several Health Maintenance Organization (HMO) and Preferred Provider Organization (PPO) option.

Dental Insurance	Monthly Premium Rates:	<u>HMO</u>	<u>PPO</u>
(Delta Dental)	Employee Only	\$19.40	\$70.20
	Employee +1	\$34.60	\$135.10
	Employee +2 or more	\$51.00	\$217.70

Vision InsuranceEmployee Only\$13.95(VSP Vision Care)Employee +1\$21.68Employee +2+\$34.38

Employee Assistance

Program

The full cost of the program and reserves the right to modify benefits and change providers of the EAP at its discretion, based on cost and service considerations.

FINANCIAL WELL BEING

Retirement Plan Non-S

California Public Employees' Retirement System (CalPERS) Pension: Non-Safety members:

Classic 2.7% @ 55 hired on or before 12/31/ 2012

PEPRA 2.0% @ 62 hired after 01/01/2013

Public Safety members:

Classic 3.0% @ 50 hired on of before 12/31/2011 Classic Tier 2 2.0% @ 50 hired from 1/1/2012 to 12/31/2012

PEPRA 2.7% @ 57 hired after 01/01/2013

Deferred Compensation Author Compensatio							
Minimum	401(a) (Management)	Matching contributions of 1% of earnings up to 4% of salary					
Maximum \$150,000	Life Insurance / AD&D		<u>Management</u>	FCP(DA/AFSCME	Sworn Employ	/ee
Employee Service Recognition Plan minimum Year 10 - 14 \$125 or Maximum Year 25 and thereafter \$350 Longevity Recognition Plan minimum Year 10 - 14 \$140 Maximum Year 25 and thereafter \$345 Voluntary Employee Beneficiary Association (VEBA) A trust under Internal Revenue Code Section 501(c)(9) for the purpose of providing defined contribution post-retirement medical benefit for employees. Per the City's contract with VEBA. Contribution amounts: Minimum: \$50 per pay period Maximum: \$150 per pay period Maximum: \$150 per pay period DEVELOPMENT Education Reimbursement \$1,000/year TIME OFF Holiday 12 paid holidays per year Vacation Leave Executive: Management / AFSCME: 11 to 23 days per year of vacation accrued. After six months full-time employment Administrative Leave (Management) 32 hours annually (Exempt employees) 32 hours annually (Non-exempt) Discretionary Leave AFSCME AFSCME Non-Sworn Personnel 32 hrs (Credited at the beginning of the fiscal year allows 12 hours to be carried over) Sick Leave Management FCPOA (Sworn Personnel) AFSCME/FCPOA (Non-Sworn Personnel) 8.66 hours/mo AFSCME/FCPOA (Non-Sworn Personnel) 8.66 hours/mo REIMBURSEMENTS				\$75,	000	\$50,000	
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		•	•	Personnel)	8.66 hours/mo		
Vision \$200	REIMBURSEMENTS						
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