

# Foster City / Estero Municipal Improvement District

## Benefits Summary



### HEALTH AND WELLNESS

#### Flexible Benefits Plan

	<u>No Plan</u>	<u>Employee Only</u>	<u>Employee +1</u>	<u>Employee +2+</u>
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 (Delta Dental)

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

#### Vision Insurance (VSP Vision Care)

Employee Only	\$13.95
Employee +1	\$21.68
Employee +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

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 or 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

<b>Deferred Compensation 401(a) (Management) 457 Plan</b>		Voluntary Plan Matching contributions of 1% of earnings up to 4% of salary Voluntary plan in accordance with IRS section 457		
<b>Life Insurance / AD&amp;D</b>		<u>Management</u>	<u>FCPOA/AFSCME</u>	<u>Sworn Employee</u>
Minimum		\$50,000	\$75,000	\$50,000
Maximum		\$150,000		
<b>Long Term Disability</b>		The City/District shall pay the full amount to provide Long Term Disability (LTD) insurance		
<b>Employee Service Recognition Plan or Longevity Recognition Plan</b>		<u>Employees</u>		
minimum		Year 10 - 14	\$125	
maximum		Year 25 and thereafter	\$350	
		<u>Public Safety Managers</u>		
minimum		Year 10 - 14	\$140	
maximum		Year 25 and thereafter	\$345	
<b>Voluntary Employee Beneficiary Association (VEBA)</b>		A trust under Internal Revenue Code Section 501(c)(9) for the purpose of providing a 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		
<b>DEVELOPMENT</b>				
<b>Education Reimbursement</b>		\$1,000/year		
<b>TIME OFF</b>				
<b>Holiday</b>		12 paid holidays per year		
<b>Vacation Leave</b>		<u>Executive:</u>	15 to 23 days per year of vacation accrued.	
		<u>Management / AFSCME:</u>	11 to 23 days per year of vacation accrued.	
		<i>After six months full-time employment</i>		
<b>Administrative Leave (Management)</b>		80 hours annually (Exempt employees) 32 hours annually (Non-exempt)		
<b>Discretionary Leave</b>		<u>AFSCME</u>	<u>Non-Sworn Personnel</u>	<u>Sworn Personnel</u>
		32 hrs	32 hrs	28 hrs
		<i>(Credited at the beginning of the fiscal year allows 12 hours to be carried over)</i>		
<b>Sick Leave</b>		Management	5.66 hours/mo	
		FCPOA (Sworn Personnel)	6.66 hours/mo	
		AFSCME/FCPOA (Non-Sworn Personnel)	8.66 hours/mo	
<b>REIMBURSEMENTS</b>				
<b>Vision</b>		\$200		
<b>Professional Development Gym (Management)</b>				
<b>Uniform Allowance</b>		<u>Public Safety members:</u>	<u>AFSCME</u>	<u>CSOs</u>
		\$900 annually	\$300 annually for safety boots	\$650 annually