

CITY OF SAN CLEMENTE
BENEFITS FOR HOURLY PART-TIME, COMMISSION/COMMITTEE MEMBERS and CITY COUNCIL

BENEFIT	HOURLY PART TIME	COMMISSION & COMMITTEE MEMBERS	CITY COUNCIL
HEALTH INSURANCE (Medical, Dental & Vision)	Not eligible.	Not eligible.	Eligible to enroll and pay the full cost minus the annual PEMHCA minimum.
ICMA 457 PTS Plan	Must enroll in mandatory ICMA PTS plan with 3.75% employee and 3.75% employer contribution to PLUS Fund (in lieu of Social Security).	Must enroll in mandatory ICMA PTS plan with 3.75% employee and 3.75% employer contribution to PLUS Fund (in lieu of Social Security).	Must enroll in mandatory ICMA PTS plan with 3.75% employee and 3.75% employer contribution to PLUS Fund (in lieu of Social Security).
MEDICARE	Yes; 1.45% paid by EE and 1.45% paid by the City	Yes; 1.45% paid by EE and 1.45% paid by the City	Yes; 1.45% paid by EE and 1.45% paid by the City
HOUR LIMIT	Limited to working no more than 960 hours per fiscal year, and provided hours as-needed by the Department.	n/a	n/a
SICK LEAVE	<p>Effective July 1, 2015, or date of hire if hired after July 1, 2015, employees accrue one hour of paid sick leave for every 30 hours actually worked, with a maximum cap of 48 hours.</p> <p>Use of Sick Leave Employees can use sick leave for themselves or a family member for preventive care (e.g., flu shots, physicals) or care of an existing health condition, or, for specified purposes if they are victims of domestic violence, sexual assault or stalking. Family members include the employee's parent(s), child(ren), spouse, registered domestic partner, grandparent(s), grandchild(ren), sibling(s), and parent(s)-in-law.</p> <p>Employees are allowed to use accrued sick leave to compensate for scheduled work hours 90 days after employment with the City, and must have worked 30 calendar days.</p>	n/a	n/a